



CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

bulletin

DECEMBER/DECEMBRE, 1980
Vol. 27, No. 7



Tom McDonald



CAUT Bulletin

ISSN 0007-7587

Editor: Craig Layng

Advertising and Circulation: Liza Duhaine

Published by the Canadian Association of University Teachers, 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7.

Executive Secretary: Donald C. Savage
Copyright: The Canadian Association of University Teachers

Articles may not be reprinted without permission from the author and the CAUT Bulletin. Readers are invited to submit articles to the editor. The editor cannot accept responsibility for items which are damaged or lost in the mail.

All signed articles express the view of the author. CAUT Guidelines and Policy Statements are labelled as such.

Average total distribution: 26,000.

GENERAL ADVERTISING RATES

Classified advertising (academic vacancies, personal advertisements): \$1.85 per column line. Display advertising: one insertion (full page \$700.00, half page \$400.00, one third \$300.00, one quarter \$200.00, one eighth \$140.00).

Display advertising not covered by these dimensions will be calculated on the basis of \$1.85 per column line cost. Mechanical requirements: Type page 9-7/8" x 13", trim size 11-1/2" x 14-1/2". Basic column width — 15 pica. The CAUT Bulletin is published six times during the academic year: September 1, October 1, December 1, February 1, April 1, May 1.

Closing dates for receipt of advertising: 25 working days prior to publication date. No cancellations will be accepted after closing date. Classified advertising received after the closing date, whenever possible, will be included in a "late ads" column.

The publisher reserves the right to make necessary changes in advertising copy if it is deemed to contravene various provincial human rights codes which prohibit discrimination on the grounds of age, sex, marital status, race, creed, colour, nationality or place of origin. Subscriptions: \$13.00 per year. Out of Canada: \$17.00 per year.

Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

Printers: Performance Printing, Smiths Falls.

Le Bulletin de l'ACPU

Rédacteur: Craig Layng

Associées et Gérer: Liza Duhaine

Édité par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

Secrétaire général: Donald C. Savage
(C) Copyright: L'Association canadienne des professeurs d'université

Il est interdit de reproduire des articles sans la permission de l'auteur et du Bulletin de l'ACPU.

Les lecteurs sont invités à adresser des articles à la rédactrice. La rédactrice décline toute responsabilité à l'égard de textes qui sont endommagés ou égarés en cours de transmission par le poste.

Tous les articles signés expriment les vues de l'auteur. Les Énoncés de principes et les Directives de l'ACPU sont présentés comme tels.

Diffusion totale moyenne: 26,000.

Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, pièce 1001, Ottawa, Ontario K1P 5E7.

TARIF GÉNÉRAL DE PUBLICITÉ

Petites annonces (postes vacants, annonces personnelles): \$1.85 par ligne de colonne. Grandes annonces: une insertion pleine page \$700.00, demi-page \$400.00, 1/3 de page \$300.00, 1/4 de page \$200.00, 1/8 de page \$140.00.

Les grandes annonces d'autres dimensions seront calculées sur la base du prix de \$1.85 par ligne de colonne. Engagements mécaniques: page de composition — 9-7/8 po. x 13 po., page du Bulletin — 11-1/2 po. x 14-1/2 po., largeur de base des colonnes — 15 pica.

Le Bulletin de l'ACPU paraît six fois au cours de l'année scolaire: 1er septembre, 1er octobre, 1er décembre, 1er février, 1er avril, 1er mai.

Délai de réception des annonces: 25 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite.

Les petites annonces reçues après la date limite seront, si possible, insérées dans une colonne des annonces tardives.

L'éditeur se réserve le droit d'apporter les changements nécessaires au texte des annonces s'il juge qu'il enfreint divers codes provinciaux des droits de l'homme qui interdisent la discrimination pour des raisons d'âge, de sexe, d'état matrimonial, de race, de croyances, de couleur, de nationalité ou de lieu d'origine.

Abonnements: \$13 par année. Étranger: \$17 par année. Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste. Imprimeur: Performance Printing, Smiths Falls.

LETTERS LETTRES

Rejects double standard

I wish to respond to the letter of Dennis Bartels in the September issue of CAUT Bulletin, in which he compares the treatment of the citizenry of socialist states with some non-socialist states, and having concluded that socialist states are sometimes effective in the promotion of social and economic rights, says that organizations like Amnesty International cannot equate alleged violations of human rights in socialist countries with violations of human rights in Uruguay, Brazil, Chile, South Africa, Thailand, etc.

Amnesty has as its mandate the promotion and protection of certain internationally recognized civil and political rights. It involves itself whenever any country fails to guarantee to its citizens freedom from imprisonment because of their race, religion or political beliefs.

Amnesty rejects the notion that the pursuit of economic or social policies requires infringement on these basic civil and political rights.

In matters so basic to human dignity and equality as the right to free speech, Amnesty rejects any notion of a double standard for socialist and non-socialist states.

R.E. Robertson

President

Amnesty International

(Canadian Section)

No human rights

Ken H.W. Hilborn's letter in the October, 1980, CAUT Bulletin claims that I appeared to "imply that allegations against right-wing governments are to be accepted as fact, whereas those against socialists are to be viewed with skepticism" (see my letter in the September, 1980, CAUT Bulletin). In response, I wish to draw Prof. Hilborn's attention to the statement in my letter that "no government on earth guarantees all the rights in the United Nations Declaration (of human rights) to all its citizens....."

One of the main points that I wished to make in my letter was that, when the state of human rights in various countries is judged according to those articles in the Universal Declaration of Human rights which concern provision of food; clothing; housing, jobs, education, and sexual equality, the developed socialist countries and some developing socialist countries emerge with a commanding lead over almost all right-wing dictatorships in the "Third World".

I suggest that this fact may be more important to many citizens in countries such as Chile, South Korea, Argentina, Zaire, South Africa, etc., and even to many citizens of Canada, than the "threat" of "Marxist-Leninist totalitarianism" referred to by former President Nixon, Prof. Hilborn, and other Western academics (see Prof. Hilborn's letter in the October, 1980, CAUT Bulletin).

Dennis Bartels

Memorial University of Newfoundland
Sir Wilfred Grenfell College

Ideology or human rights

Professor Hilborn flings out a charge of "double glass house" from a remarkably fragile glass house. (Bulletin, Oct. 1980).

He offers a rather impressive, if highly selective bibliography, including the "trite but valid" wisdom of one R. Milhous Nixon. It is quite obvious that his concerns are those of ideology, not of human rights.

The distinction between totalitarianism and authoritarianism is, indeed, rather trite. It is, fundamentally, a matter of organization of the government apparatus, and of technology. To equate totalitarianism with socialism is to distort the meanings of both, and to ignore the imperfect democratic trends in Cuba, Nicaragua, Poland, as well as the democratic socialism of Western Europe.

Certainly, all of these compare quite favourably to the "semi-democratic" privileges granted to the white minority in the highly-organized, sophisticated, totalitarian South African state. "Restricted franchise", indeed!

As for the absurd argument that "totalitarianism" is, somehow, intrinsically to the left, one can only recall the breakthrough contributions of Nazi Germany.

Systematic, efficient suppression of human rights is independent of the proclaimed ideology of the state. If they are efficient and obsessive about it, the result will be totalitarian, and if they are more on the level of our government services, the result will be authoritarian.

To equate socialism with the Stalinist regimes of Europe and Asia is rhetoric worthy of discredited (and cited) rhetoric politicians.

To seize on a rather innocuous use of the word "allegedly" to minimize the realities of Chile, South Africa and other regimes which are — or aspire to — totalitarianism betrays a blatant and offensive insensitivity to the fundamental, very human issue of human rights.

No ideology can, or should be, that important.

S.W. Sadava

Dept. of Psychology

Brock University

Know them by their deeds

The series of rhetorical questions in the letter by Dennis Bartels (September, 1980) provokes a set of equally rhetorical questions in response.

Why does the letter always use the word "alleged" when referring to human rights violations in Eastern Europe and the Soviet Union, and never use that qualifier when referring to such violations anywhere else?

Has Professor Bartels ever heard of the Gulag Archipelago? Does he know where the boat people come from? Has he noticed the exodus of Cubans during the past few months?

Has he read that the "socialist" governments of the USSR and China themselves have admitted the unjustified deprivation of rights, including the right to work and to obtain "food, clothing, housing, and medical care" imposed upon millions of their citizens? Has he not considered the evidence that millions of people have starved to death during the internal upheavals produced by factional conflict in these countries?

Has he noticed that when such "socialist" and nonsocialist countries share a border, it is usually the former that have to institute stringent measures to prevent their citizens from escaping, rather than vice versa?

Has he taken cognizance of the bloody suppression of revolts in East Germany, Hungary, and Czechoslovakia? The uprooting and mass relocation of ethnic groups in the Soviet Union? The loss of residence, employment and educational opportunity on the grounds of political unorthodoxy and even of family connections?

Enough rhetorical questions. It is sad that so many people living in the West judge one set of repressive governments by

P.4

Censored Administrations

The following university administrations are under CAUT censure:

Board of Governors

UNIVERSITY OF CALGARY (1979)

The third stage of censure was placed on the University in May, 1980.

President and Board of Regents

MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

The third stage of censure was placed on the University in May, 1980.

TECHNICAL UNIVERSITY OF NOVA SCOTIA (1980)

(formerly Nova Scotia Technical College)

The first stage of censure was placed on the University in May, 1980.

- Note: 1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censored university. The censure is advertised regularly in the CAUT Bulletin.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censored university. The censure is advertised more widely in Canadian and foreign faculty association and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censored university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the CAUT Bulletin continues to carry advertisements for positions vacant at censored universities. Such advertisements are not carried in the Bulletin for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
Ottawa, Ontario
K1P 5E7

IN THIS ISSUE

The Budget.....	3
Strickler dismissal upheld.....	5
Academic relationships tread on thin ice.....	6
An appraisal of Bill C-43.....	10
The road to FOI in Canada.....	12
Boosting the role of the backbencher.....	13
Bill C-43 is without SIN.....	14
Computer ethics and security in the University.....	15
Solid state challenges the solid state.....	17
My career in law.....	20
Faculty Collective Bargaining.....	22

REGULAR FEATURES

Letters.....	2
Bargaining Talk.....	7
Tax Tips.....	8
National Notes.....	9
Notes from Washington.....	11
Amnesty International.....	19
Books.....	24
Vacancies.....	26
Economic Benefits.....	36

University research — tariff on, sales tax off

by Jill Greenwell

The October budget imposes a tariff on the import by universities of chemicals, scientific equipment and glassware which used to be duty free. The CAUT has repeatedly urged that such a tariff not be imposed unless offsetting financial arrangements are made so that universities can recoup that money.

To offset the tariff, the budget exempts universities from the payment of sales tax on some domestic and foreign purchases of scientific materials and apparatus in areas specified in the tariff proposals. As a result, the money saved by universities on sales tax remissions could offset the tariff charges although the exact amount is not known — even by Finance Department officials.

Under amendments to the Customs Act, which take effect July 1, 1981:

- The scope of tariff item 69605-1 has been reduced and in future only apparatus, utensils and instruments which are used directly in teaching or research and which are not available from Canadian producers will be exempt from import duties.

- Canadian production is defined as any manufacturer who would normally have the full range of technical and physical capabilities to produce apparatus, utensils and instruments which are "reasonably equivalent" to the type being imported.

- Photographic reproductions and pictorial illustrations, including maps, films, microfilms, magazines, sound and video recordings and models would be imported duty free under item 69605.

- Glassware would be subject to varying treatment ranging from 13.1% duty to free importation.

- Chemicals — discussions between Canadian manufacturers, industry, Trade and Commerce and user groups are still being conducted in an effort to draw up a list of chemicals which would be available from Canadian sources and therefore subject to duty if imported from foreign sources. Chemicals not available from domestic production would be imported duty-free.

- Animals and living plants would be imported duty free.

- Machinery can no longer be imported under tariff item 69605 but will have to come in under items 41100 or the 42700 series — which are subject to a duty remission programme. This is to force universities to ensure that no Canadian product is available before purchasing from outside Canada.

The policy of automatically coupling an exemption from import duties with an exemption from federal sales tax is discontinued and instead the FST is viewed as a purely revenue-raising device. The imposition of the FST will depend on the type of goods purchased by the university rather than whether or not it is purchased from domestic sources or imported.

Under amendments to the Excise Tax Act, which take effect January 1, 1981:

- All scientific apparatus and ancillary equipment as well as scientific utensils and instruments can be purchased free of FST.

- All glassware for laboratory or scientific use will be exempt from FST.

- Scientific preparations for use directly in teaching or research will be exempt from FST.

- Utensils, instruments and other apparatus, designed for use in classroom instruction and which are employed directly in teaching or research for more than 50% of the time they are in use will be exempt from FST. (No system of validating this usage is contemplated!)

The deferred implementation dates for both acts are to allow for officials to draft administrative regulations covering applications for availability rulings, end user certification, stocking privileges, and in consultation with Canadian manufacturers and end users, to draw up a list of goods considered to be available from Canadian production. This list will be updated regularly.

No plums for R & D in Liberal budget

by John Kucharczyk

Ottawa has reaffirmed its lack of commitment to develop Canadian science and technology.

Finance Minister Allan MacEachen's first budget contains no significant incentives to spur the growth of Canadian R and D above the current level of 0.9 per cent of the GNP, toward the Liberals' promised goal of 1.5 per cent of the GNP.

Although the budget announced a "special allocation of \$350 million over four years... to promote industrial restructuring and manpower training", it falls far short of the target proposed by Industry Minister Herb Gray, in his 'high-technology strategy' paper submitted to the Cabinet in July. Gray urged Ottawa to spend \$2.75 billion over the next five years to fund industrial and trade development and estimated that this would trigger \$4.5 billion in investment in R and D and new production facilities which, in turn, he said, would generate \$17 billion in industrial output and 48,000 permanent jobs.

The budget also fails to come to grips with the decade-long drought in federal financial support for R and D in Canadian universities. In the budget, funds earmarked for the Economic Development envelope

will increase by 22 per cent in 1981-82 — significantly less than the amount called for in NSERC's Five-Year Plan. NSERC had asked for a 37 per cent increase (from \$160 million in 1980-81 to \$220 million in 1981-82) for its manpower, equipment, research and administrative programs. It is doubtful whether NSERC's projected target of \$300 million for 1984-85 will be realized.

In the case of MRC and SSHRC, which are both funded from the Social Affairs envelope, Ottawa's message is even more ominous. "The government intends to achieve net savings in this area to help finance initiatives in other envelopes", the budget says. "The rate of growth of this envelope (Social Affairs) will be held below that of total outlays (12.8 per cent in 1981-82, 10.5 per cent in 1982-83 and 10 per cent in 1983-84)."

SSHRC President, André Fortier has been asked by Treasury Board to evaluate the effects of reducing the 1980-81 SSHRC budget by 10 per cent.

Under the budgetary guidelines, it appears that federal funding of MRC and SSHRC will revert to the pattern of sub-inflationary increases seen throughout the 1970's.

DALHOUSIE UNIVERSITY

invites applications and nominations for the position of

DIRECTOR

MARITIME SCHOOL OF SOCIAL WORK

The Maritime School of Social Work offers BSW and MSW degrees. As well as attempting to educate its graduates for effective and creative social work practice, the School encourages their awareness of the region's distinct geographical, political, economic and social characteristics and problems.

As the School's chief administrative officer, the Director is responsible for overseeing its internal administrative operations, providing leadership on matters of academic and administrative policy and officially representing the School in discussions with the Faculty of Administrative Studies (of which it is a part), the University and the community at large.

A special responsibility is the administration of a decentralized BSW programme. This involves working closely with four other universities and colleges in the region and includes general responsibility for the administrative supervision of resident faculty members in Saint John, Prince Edward Island and Sydney.

Nominations or applications, accompanied by a resume will be received until a selection is made and should be sent to:

Professor A.P. Pross
Chairman, Search Committee,
Director, M.S.S.W.
Faculty of Administrative Studies
Dalhousie University
Halifax, Nova Scotia

Letters...P. 2

the goals to which they give lip service, rather than by the actual deeds which at this stage everyone should be quite familiar with.

The guilt of the socialist countries to which Mr. Bartels refers is indeed quite as well-established, quite as flagrant, quite as wide-spread and quite as repulsive as those of the right-wing dictatorships that he lists; and in many cases has persisted over longer periods of time and has affected a much greater number of people.

I am pleased to see that CAUT, walking the path pioneered by Amnesty International, defends our persecuted colleagues regardless of whether their oppression is perpetrated by socialist, fascist, or any other category of dictatorship.

May we continue to do so, successfully, for as long as such action is needed.

Peter Suedfeld
Dept. of Psychology
University of British Columbia.

Danger in Historian's assertions

The letter by Kenneth H.W. Hilborn ("Double Standard Indefensible") in the October 1980 CAUT Bulletin should not remain unanswered. Mr. Hilborn claims that oppressive right-wing regimes like Chile are merely "authoritarian" or "semi-democratic" while totalitarianism today is limited to socialist societies. Consequently, "countries like Chile and South Africa pose no threat to human rights comparable to the threat posed by socialists".

Such a gratuitous conclusion based on selective quotations by people like Richard Nixon (that well-known champion of honesty and human rights) would not normally deserve an answer. Since, however, Mr. Hilborn possesses (I presume) valid academic credentials as a historian, there is a danger that his assertions will be accorded more weight than they deserve. In fact, he is wrong both in the examples that he selects and in the conclusions that he draws from them.

First of all let us dispose of the factual record. With the exception of the Soviet Union (a country, in which a democratic tradition does not exist even as a historical memory), all communist regimes are of a comparatively recent vintage and shorter-lived than many rightwing dictatorships like that of Taiwan and the recently overthrown Somoza regime in Nicaragua. Contrary to Mr. Hilborn's claims, there are many examples of semi-democratic socialist states (Yugoslavia, Poland, Hungary, perhaps China), and equally many current examples of totalitarian non-socialist regimes, such as Guatemala, Argentina and Iran (both during and after the Shah). We recently saw Polish strikers obtain a peaceful change of government and satisfaction of most of their requests.

In Guatemala and Argentina striking workers routinely see their meetings sprayed with machine gun bullets, and their leaders kidnapped and murdered. In Nicaragua it took a civil war and the loss of 2% of the country's population to get rid of the Somoza gangster clan. If Mr. Hilborn were to pay less attention to Richard Nixon and more to impartial defenders of human rights like Amnesty International, he would see that the bulk of the cases involving gross violations of human rights like torture and murder come from Latin America.

This exercise in comparative inhumanity is as old as the Cold War itself. Writing in 1953 Albert Camus denounced "...cette dégoûtante surenchère (ou) une seule chose ne change pas, la victime, toujours la même, une seule valeur est constamment violée ou prostituée, la liberté".

It is not my intention to imply that the left is less guilty of oppression than the right but that north Americans should pay more attention to the victims of totalitarianism. Our political and moral responsibilities for what happens in the countries of the Soviet Alliance is zero. By contrast, our support of obnoxious right-wing regimes or indifference to their victims

is a matter of record. As Noam Chomsky has so brilliantly demonstrated in his recent book, even such an extreme violation of human rights by one of our allies as the Indonesian genocide in East Timor has gone virtually unreported in our press. Again, this tendency is familiar from the Cold War.

Most people here, for instance, ignore the fact that the "authoritarian" (according to Mr. Hilborn) Franco regime in Spain executed more than 200,000 people after the end of the civil war. This is not quite as bad as Pol Pot in Cambodia, but much, much worse than the reprisals exacted by Tito in Yugoslavia and Castro in Cuba.

If a trained historian can have his judgment distorted by anticommunist paranoia as evidenced by Mr. Hilborn's letter then I can only conclude that anticommunism is as much of a moral perversion as the evil that it is supposed to combat.

Stylianos Perrakis,
Faculty of Administration,
University of Ottawa.

Misleadingly rosy picture

The October 1980 issue of CAUT Bulletin contained an article by Douglas Daniels extolling China's treatment of her ethnic minorities in general, and Inner Mongolians in particular. While I have not visited the area, as has Professor Daniels, I nevertheless believe, based on my reading on minority groups in China, that he has painted a misleadingly rosy picture of China's ethnic policy.

The bulk of his article consists of a report, verbatim or paraphrased, given to Professor Daniels and his group by the President of the University of Inner Mongolia, and his answers to subsequent questions. Professor Daniels seems to have suspended the critical impulse common to so many sociologists in his complete endorsement of the official description of China's nationality policy, as typified by the Inner Mongolian case.

The commitment of the Han Chinese central government in Peking to cultural pluralism, or national-regional autonomy, is largely instrumental, and does not reflect any intrinsically positive evaluation of minority cultures, (with their large religious component) nor a meaningful encouragement of ethnic autonomy. On this question, the similarities between Soviet and Chinese nationality policy have survived the Sino-Soviet political split. Specialists have identified the aims of Chinese policy as Sinofication and co-optation of minority leadership cadres who might threaten Han Chinese control, and the unity of the Chinese state.

This objective makes geo-strategic sense in the light of the location of China's 56 million minority group members, on the Chinese underpopulated periphery, and in particular on the Sino-Soviet border. Peking has pursued a deliberate policy of encouraging the migration of Han Chinese to outlying areas to solidify Han and Communist control of the area, preventing any cross-border solidarity from emerging with kindred minorities under Soviet occupation.

The potential of military conflict with any of China's neighbours makes it imperative to ensure the loyalty of outlying populations. Thus the ratio of Chinese to Mongols in the Inner Mongolian Region increased from 3 to 1 in 1947 to 15 to 1 (certainly under 10%) in 1971; in Sinkiang the Han proportion increased from 5.5% in 1949 to 45% in 1966. Increased migration of the Han population has tended to follow, coincidentally, the occurrence of border clashes with the Soviet Union.

China has persistently described the authentic, indigenous cultures of her minority groups as backward and feudal, though this backwardness is usually blamed on the "reactionary ruling class". Groups that resist the extension of communist enlightenment, or who seek a too assertive posture of independence, may expect to suffer the fate

of China's Tibetan minority, who were brutally subjugated by Chinese military might, and whose indigenous political-religious leadership, including the Dalai Lama, were killed or exiled.

Western newspaper accounts have often described the current elites in China's autonomous regions, whether of Han or minority origin, as puppets of the Peking regime or as traitors to their people. One suspects that meetings with minority dissidents were not part of the itinerary of Professor Daniels' tour group.

All this is not to suggest that China's recent record on minority treatment is uniquely wicked — it isn't. It is no worse, but certainly no better, than the recent record of Canada or the United States. Certainly, there has been an increase in material and scientific progress in Inner Mongolia under communist Chinese rule. Yet there is no meaningful autonomy in the Inner Mongolian Autonomous Region. Educational institutions like the University of Inner Mongolia, and its Institute of Mongolian Research, are ultimately designed to weaken the Mongolian tie to their ancestral cultural heritage and homeland and to solidify the new loyalties to the Chinese state and communist ideology.

Morton Weinfeld
Dept. of Sociology
McGill University

Hiring practices rapped

In recent months, I have had at least three cases brought to my attention where universities have hired non-Canadians to fill the positions at the Assistant Professor level, despite the fact that there were a number of applications from Canadian professors who, in the view of a number of members of the faculty are concerned, have qualifications as good and indeed better than the qualifications of the non-Canadians hired. I have taken the cases up with the Department of Employment and Immigration with no success.

It seems to me that given the large number of Canadians who are completing post graduate courses in Canadian universities, and who are not able to find employment, that there is something fundamentally wrong with the continued determination of some university departments to hire such non-Canadians.

To my knowledge, universities are in a unique position in that for all other employers, the Department of Employment and Immigration feels itself quite competent to judge whether there are Canadians qualified to fill the position for which other employers wish to bring non-Canadians into the country to fill the vacancies. However, the Department has only now begun to decide that it is not competent to evaluate the relative qualifications of academics and has left the decision making to the individual universities.

I believe the present system is not working, but I can understand the reluctance of universities to have the decisions as to relative merits of an application decided by Public Servants with little, if any, understanding of the needs of the universities.

I have given some thought to the problem and one possible solution would be for the Department of Employment and Immigration, in consultation with your organization and the Association of Universities and Colleges (AUC), to appoint a committee, based on the names submitted by CAUT to AUC, to judge the universities wishing to appoint, for more than a one-year term, a non-Canadian. The universities could make application, setting out all the information required, including the position, desired qualifications of applicant, names and curriculum vitae of all the applicants, and reasons why the non-Canadian has been chosen. Such a committee could then, hopefully in an objective fashion, advise both the Department and the university as to whether permission would be given for the non-Canadian to come here.

It seems to me important that immediate consideration be given to the problem. Governments, Federal and Provincial, are allocating large amounts of money to post-graduate studies. Given the financial constraints in which all governments find themselves, one or more governments may well in the near future begin to ask why they should allocate such large amounts of money if, after completing their studies, post-graduate students in Canadian universities are not considered sufficiently well educated and trained to fill the vacancies which occur in Canadian universities.

David Orlikow, M.P.
Winnipeg North

CANADIAN INSTITUTE OF INTERNATIONAL AFFAIRS DIRECTOR OF RESEARCH

The Canadian Institute of International Affairs is seeking a Director of Research for a special project on Canadian foreign policy to be carried out at its national office in Toronto. Initially, this position would be for three years commencing during the summer of 1981.

The position should be of interest to an academic, researcher, or practitioner who has a proven record of administration and research and publication. The successful candidate would be the principal researcher for and director of the programme. He or she would be responsible for the management of the project, including research on selected subjects within the programme, organization of conferences and seminars, facilitation of publication of research results, supervision of other researchers, and the establishment of a sound basis for the continuation of the programme.

Salary and conditions of employment are negotiable depending on the experience of the candidate.

Applications should include a curriculum vitae and letter of recommendation and should be sent to Professor David Leyton-Brown, Chairman, Research and Publications Committee, Canadian Institute of International Affairs, 15 King's College Circle, Toronto, Ontario M5S 2V9.

Strickler dismissal upheld

An unusual case involving sexual harassment
of a student by a faculty member

by Victor W. Sim

An arbitration board appointed under the collective agreement at the University of Ottawa has upheld the dismissal of Dr. Rudi Strickler, a married probationary faculty member, in one of the first cases in recent Canadian history involving sexual harassment of a student by a faculty member. A majority of the three-person board stated:

Since we accept the uncontested testimony of Miss Eve-Marie Coupal, we find that the grievor's activities with her on May 25, May 26 and again on June 26, 1978 constituted unsolicited sexual harassment which was accompanied by the use of force in order to cause Miss Coupal to submit to the grievor's unwanted sexual advances.

We further find that such activity was contrary to the grievor's responsibilities as a member of the bargaining unit under the provisions of Article 17 of the collective agreement, both as a professor and as an employer of a student. His activities were also in conflict with his responsibilities to the University and the publicity which his activities caused and which he encouraged, were not only detrimental to the University but also to the other members of the bargaining unit, since his conduct tends to reflect on them.

We therefore find that the University has established just cause to discharge the grievor.

Dr. Strickler, an Associate Professor in the Department of Biology, was advised on April 24, 1979 that he would be dismissed effective June 30, 1979 for reasons set out in an earlier letter from Dean Peter Morand of the Faculty of Science and Engineering.

The letter alluded to "certain allegations...made in regard to your activities with a female student" and said that Strickler's "admissions as to the events and your attempts to discredit the character of a student whom you are responsible to direct and grade are entirely inconsistent with your duties and responsibilities as a member of the university community".

It was further charged that Strickler's role did "not provide for a learning environment which is productive and orderly" and suggested that his "clear attempts to discredit the reputation of a student can certainly not be fair and ethical dealing with that student." Finally, the Dean stated that, "maintaining your credibility as an academic judge of student performance is an essential part of your functions as a teacher, and your admitted activities have placed you in an irreversible situation of conflict regarding that essential function."

Strickler subsequently launched an action against Coupal alleging defamation and seeking \$250,000 in damages. That action is still pending.

The case came to the attention of the Association of Professors of the University of Ottawa in November, 1978 when the Dean advised Strickler that, despite the favourable recommendation of the Chairman and a majority of the members of the Department of Biology, he intended to recommend that Strickler's appointment not be renewed. The apparent reason was the allegations referred to above and of which Strickler had been made aware in October, 1978.

The intention not to renew Strickler's ap-

pointment on this ground became the subject of an association policy grievance. The Grievance Committee conceded that a Dean under the collective agreement could consider, in making a renewal decision, whether or not a faculty member had dealt ethically and fairly with students. It ruled, however, that "anticipated future bias" cannot be substituted for "evidence of past bias".

Since there had been no investigation of the student's complaint of sexual harassment, the Grievance Committee ruled that the allegations of sexual harassment could not influence the renewal decision. Professor Strickler's appointment was renewed and it was then the University moved to dismiss him.

The arbitration board hearing the case was composed of Prof. Norma Bowen (Psychology, Guelph), nominated by A.P.U.O., Dr. Carlton Williams (former President of the University of Western Ontario), nominated by the University, and Mr. J.D. O'Shea, Chairman.

Only two witnesses, one of whom was the student involved, had been called when the parties agreed to terminate the hearing and to rest their cases on written submissions to the arbitrators based on the evidence submitted to that point. The lawyer for Strickler, Prof. Lee McCaughey, proposed the termination because he felt that he had clearly established that the allegations of sexual impropriety were not properly within the mandate of the board and that it could only consider the charge that Strickler had discredited the student in conversation with the Dean.

McCaughey repeatedly stressed that the University had not specified the complaint of the student but instead had relied on

Strickler's voluntary statement to University administrators.

McCaughey said he wanted a decision on the case as soon as possible so that Strickler's research program would not be disrupted. He then requested re-opening the hearing when it became clear that this would not be possible. His concern was that arbitrators might incorrectly conclude that Strickler was unwilling to testify on his own behalf. Because of the significance of the case to the academic community he asked that the case should be heard in full if his view on the matters before the board was not accepted. The University counsel opposed the move to re-open the hearing and the arbitration board refused Professor McCaughey's requests.

The student complainant, Eve-Marie Coupal, was in the fourth year of an Honours program in Biology and was employed as an assistant in Strickler's laboratory.

On May 25, 1978, on a field trip to a lake in the Gatineau Hills north of Ottawa, Coupal stated that Strickler placed his hand on her shoulder and later attempted to hold her hand. She stated that she pushed his hand aside on the latter occasion and moved away from Strickler. Coupal expressed to the arbitration board her confusion about such behaviour by a professor.

After they each drank a bottle of beer at a Hull tavern, Coupal said Strickler asked her to accompany him to his home to care for his parrot about which he was concerned because the day was hot. Coupal said she was persuaded to sit on the bed to observe the bird's behaviour and while there Strickler had kissed and fondled her and attempted to undress her.

Despite these events Coupal testified that

on the following day she accompanied Strickler again to the lake to fish. She said that Strickler renewed his advances, pushed her onto the ground, partially undressed her and again fondled her. Though frightened, Coupal testified that she was passive and unresponsive. She told a close friend of the events and later extracted a promise from Strickler that his advances would not be repeated. She continued to work in Strickler's laboratory.

On June 26, 1978 Strickler had a dinner at his home for students in his laboratory and other friends. Coupal said she reluctantly attended when friends assured her they would look after her. She said she had a low tolerance for alcohol and tended to become argumentative on the subject of anarchist philosophy when drunk and that she was both drunk and argumentative that evening.

When it was suggested by others at the party that they take her home she refused. They left without her and she fell asleep on the couch in the living room.

Coupal testified that she recalled being carried into a room and being placed on a bed. Because of the effects of the alcohol she did not resist. She said that Strickler removed her clothes but that she did not think there had been sexual intercourse. Coupal said she felt ill but dressed about 4:00 a.m. and drove home slowly.

On the following day she threatened to resign from her laboratory position, but said she was persuaded by Strickler to remain because of the experience it provided and because of the opportunity to complete the fourth year research project.

Because of the termination of the hearing, Strickler did not testify in his own behalf but he earlier denied Coupal's allegations in a written deposition. He asserted that he had made no sexual overtures toward her on any of the three occasions and that he had awoken on the night of the dinner to find Coupal, partly undressed, lying on top of the bedcovers beside him.

The report of the arbitration board noted that though subject to intense cross-examination Coupal insisted on her version of the events.

Rather curiously, Coupal took no action for several months though she discussed the events with friends. Another professor in the Biology Department heard rumours of the events and persuaded her to speak to Dr. Gordin Kaplan, Chairman of the Department, and later to the Vice-Rector of the University, Dr. A. d'Iorio.

Professor Kaplan was told of the events in confidence and, on legal advice, did not disclose the conversation either to the Dean of the Faculty or to the department Teaching Personnel Committee which was shortly to consider the renewal of Strickler's appointment. Though he was criticized by the Dean for not communicating his information to the administration, Professor Kaplan's actions were subsequently vindicated by the decision of the Grievance Committee.

It was following Coupal's conversation with Vice-Rector d'Iorio that the dismissal action was initiated.

The University, in its written submission to the arbitration board, argued that since Coupal's testimony was not refuted it should be accepted and that Strickler, because of the sexual misconduct, had failed in his duty to deal ethically and fairly with a student and to maintain a productive learning environment.

Before the board completed their report, McCaughey attempted again to persuade

Minority report asks if penalty too severe

by Victor W. Sim

In a minority report on the Strickler case, arbitration board member Professor Norma Bowen said, "the nature of the evidence indicates that the University did have grounds to discipline Dr. Strickler, but in view of the circumstances, one could make a case that the dismissal was too severe a penalty since it implies professional death for Dr. Strickler."

Professor Bowen agreed that the sexual harassment did occur but pointed out that sexual intercourse did not take place, that there had been no academic blackmail and that it was Strickler's first offence.

She also pointed out that Coupal was partly the author of her own misfortune. Bowen described Coupal as immature for her age and naive and that the second and third incidents were possible only because Coupal allowed herself to be in a position to be exploited by Strickler.

Bowen emphasized, however that this does not "absolve a professor from his responsibility to be ethical and fair to his students."

She disagreed with the findings of the majority that Strickler's actions were "accompanied by the use of force". She

pointed out that Coupal had not testified that force had been used but only that she had been essentially passive before Strickler's advances on each of the three occasions.

Bowen also referred to the "probability" that Coupal had been used as a pawn in a dispute between factions in the Department of Biology. This presumably refers to the fact that Coupal eventually took her complaint to the administration at the urging of a faculty member known to dislike Strickler.

She suggests that the timing of a critical article about Coupal in the student paper the day before Coupal was scheduled to make a seminar presentation may have been instigated by pro-Strickler students. It was this article, and rumours about Coupal's character, which triggered her decision to lodge a complaint.

Bowen pointed out that an appropriate remedy in a case of this sort should consider, among other matters, the likelihood of repetition, any extenuating circumstances and the need to deter others from committing similar offences.

Dr. Sim is Associate Executive Secretary of CAUT.

them that the wording of the Dean's letter to Strickler did not make the incidents, which might be classified as sexual harassment, grounds for dismissal. He argued that the only grounds were the charges that Strickler had, in his statement to the Dean, attempted to discredit the student and that he had not maintained a productive and orderly learning environment. McCaughey maintained that the evidence available to the board on these matters vindicated Strickler.

The arbitration board again rejected McCaughey's position. In their opinion, the Dean's letter would permit consideration of the alleged sexual advances. The cryptic reference to "certain allegations" against Strickler and "admissions" by him, however, were the only references to the incidents of sexual harassment alleged to have taken place. The university did not specify the nature of these incidents in its charges or obtain a signed statement of complaint from Coupal that these were the matters of which she complained.

The Association of Professors of the University of Ottawa reversed its original intention to seek a judicial review of the arbitration board decision.

It seems clear, however, that the University dismissed Professor Strickler not for "sexual assault" but for activity of a sexual sort which called into question his ability to deal ethically and fairly with students. To that extent, his ability to maintain an "orderly and productive educational environment" was in doubt. This was the University case against him. Although the Grievance Committee had concluded there was no evidence he had behaved unethically toward a student, an anticipation that he might in the future could not be used against him.

McCaughey, in his cross-examination of Coupal, attempted to call into question her credibility on the alleged sexual advances. He advanced evidence that she misbehaved when she had been drinking, engaged in indiscreet sexual games, and indulged in irresponsible and indecorous social behaviour.

He said this behaviour called into question the credibility of her charges against Strickler and that, far from "discrediting" a student, Strickler's comments to the Dean had been the literal truth. He also showed that in academic matters Coupal was treated ethically and fairly.

McCaughey attempted to persuade the

board in written submission that it required corroboration of Coupal's story since many elements were inconsistent. Why, for example, did she agree to go fishing with Strickler the day after the first alleged incident of harassment?

The board, in its written judgment, was critical of McCaughey's presentation of the case on behalf of Strickler. It called his argument contradictory and unfair. It said the case against Strickler was clearly set out in the Dean's letter of April 19, 1979 and that it could not subscribe to McCaughey's restrictive view of the reasons for dismissal in the Dean's letter.

It found that there had been no unfairness on the part of the University in the investigation of Coupal's allegations and concluded that the University had full knowledge of the incidents when it attempted not to renew his contract and that it was hoping to avoid the publicity of a dismissal case. The board found that the University was not precluded from attempting to terminate Strickler's appointment for cause when the non-renewal of contract was not successful.

The board described Coupal as a candid and forthright witness. It rejected arguments that an "early complaint" and "corroboration" are required in cases of this sort, it found that Coupal might have complained of the events sooner but she was constrained by her desire to avoid further problems in her academic program and complained only when derogatory rumours began to circulate about her role in the incidents. The board found her account truthful but that she was naive and immature in some aspects of her behaviour.

The board also said it was prepared, if necessary, to draw inferences from Strickler's failure to testify.

The board found that the actions by Strickler on three occasions constituted, "unsolicited sexual harassment which was accompanied by the use of force in order to cause Miss Coupal to submit to the grievor's unwanted sexual advances." The board found that the University had established just cause to dismiss Strickler and found no reason to substitute a lesser penalty. No costs were awarded.

The view of the Board on this matter is of some interest. Although the collective agreement provided for discretion to award costs the Board said "a discharge grievance, even if unsuccessful and no matter how fiercely fought, should not be characterized as frivolous or vexatious."

Academic relationships tread on thin ice

by Victor W. Sim

The number of incidents of sexual harassment may not be on the increase, but recent cases in both Canada and the United States suggest that the victims of such harassment are less willing than in the past to suffer in silence. Sexual advances by faculty members are also not likely to be tolerated by university administrators and by faculty colleagues as unwise but essentially harmless behaviour.

The university probably has no right or obligation to become involved in a relationship between a faculty member and a student when the faculty member has no academic responsibility toward a student.

But where the faculty member does have an academic responsibility toward a student, even a consenting sexual or personal relationship is fraught with danger for both parties. In particular, the student is open to exploitation by the faculty member.

The Strickler case has prompted Dean Arthur Kruger at the University of Toronto to issue guidelines on faculty-student relations. A case at an Atlantic University, similar to the Strickler case, is now before a CAUT arbitration board.

In its issue of February 4, 1980 *Time* reported a class action suit against a Yale political science professor by a number of undergraduates who alleged that he offered high grades in exchange for sexual favours. The case was dismissed in lower court but has been appealed.

In California a tenured professor of biology at San Jose State University was dismissed for embracing, fondling and propositioning five of his female students. The circumstances were similar to those in the Strickler case in that grade assignment was not involved, there was no persistence, no physical attack and the students involved were not minors.

At Berkeley an untenured assistant professor of sociology charged with fondling and propositioning 13 students and offering

grades in exchange for sex was initially reprimanded. When a group of women students protested this "slap on the wrist" the professor was suspended without pay for one term.

As a result of her experiences on the Strickler board of arbitration Professor Norma Bowen has undertaken a study of sexual harassment in Ontario universities. The CAUT Academic Freedom and Tenure Committee has appointed a sub-committee to draft an amendment to the guideline on Professional Ethics and Professional Relationships to cover sexual harassment. It is expected that this amendment will be submitted to the CAUT Council for consideration in May, 1981.

Recently the Ontario Human Rights Commission and the U.S. Equal Opportunities Commission have attempted definitions of sexual harassment. The latter agency defines harassment as "unwelcome verbal or physical conduct or advances in which requests are made for sexual favours as a condition of appointment or as the basis of an employment decision which affect or interfere with a person's work performance."

In a recent case in Ontario, a committee of inquiry chaired by Owen Shime ruled that any sexual overtures which create "a negative psychological and emotional work environment" violate the Ontario Human Rights Code. As further guidance he indicated that sexual taunting and insults, unsolicited gropes and physical contact, persistent verbal propositions and coerced sexual or social contact in which refusal to participate may result in a loss of employment benefits are sexual harassment.

Mr. Shime dismissed the specific complaints which led to the hearing but it is expected the committee report will help establish boundaries of acceptable conduct in the workplace.



THE UNIVERSITY OF MANITOBA

DIRECTOR STUDENT ADVISORY SERVICES

Applications and nominations are invited for the position of Director of Student Advisory Services. The Director will be responsible for planning and directing a coordinated unit responding to the needs of students through the provision of counselling services, learning resource programs and personnel, student health services, and a special student advisory services. The Director will report to the Vice-President (Academic).

The Director will serve on a Student Advisory Council established as a planning and policy advisory body to effect cooperation and liaison among all student service related units in the University.

An early responsibility of the Director will be to review the report of a Presidential Advisory Committee on Student Services and recommend on the implementation of the major findings of this report, including the organization and administration of units for which the Director is responsible.

Candidates for the position should have at least a Master's degree or equivalent and extensive experience in coordination of student services at the university level, have a record of leadership, and be capable of working effectively with students and professional colleagues. Achievements in administration, scholarly research, and professional service will also be expected of candidates.

Salary and academic status negotiable. This position will be available in early 1981. Both women and men who are Canadian citizens, landed immigrants, or otherwise eligible for employment in Canada at the time of application, are especially encouraged to apply.

Resumes should be sent to: Office of Student Services, 385, Victoria, MB.

Dr. D.J. Lawless
Vice-President (Academic)
The University of Manitoba
Winnipeg, Manitoba R3T 2N2
Canada

DEAN FACULTY OF PHARMACY

The Faculty of Pharmacy offers a B.Sc. (Pharmacy) program to approximately 140 students in the three professional years following a pre-Pharmacy year in Science. Graduate programs (M.Sc. and Ph.D.) are also conducted. An active research program is supported by substantial research grants and the Faculty works closely with hospitals and pharmacies in the community. Applicants should possess strong leadership qualities and organizational ability, doctoral level training, and have an appropriate academic and administrative background. They should also have a strong interest in pharmacy education, research, and in the development of patient related programs.

The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application.

Date of appointment should be no later than September 1, 1981. Deadline for receipt of applications and nominations is January 31, 1981.

Applications and nominations should be addressed to:

Dr. Ken Milligan, President
Chairman, Selection Committee,
Room 202, Administration Building,
University of Manitoba, Ft. Garry Campus,
Winnipeg, Manitoba,
R3T 2N2.

BARGAINING TALK NÉGOCIATIONS

by: Ronald C. Levesque, Associate Executive Secretary,
Collective Bargaining & Economic Benefits

The third annual CAUT Bargaining Conference, held at Alliston, Ontario for the second time, attracted 130 representatives from faculty associations across Canada. As in past years, the conference introduced bargaining skills through a simulation based upon events at one of Canada's best known institutions, Beaver University. Among the subjects presented at the 1980 version of the conference were Conciliation and Mediation, Status of Tenure, Collective Bargaining and Public Relations. Several new training sessions teaching bargaining and grievance handling skills were also added to this year's conference. CAUT provides such training sessions on request on a local basis as well.

The CAUT Economic Benefits Committee sponsored a two-day Workshop on Employee Benefits in Toronto. The various sessions dealt with such topics as Pension Plans and Health Benefits. The committee is currently planning other sessions for 1980-81.

Turning to settlements across the country: Calgary's interest arbitration award on compensation was released in September. The award called for 8.25% increase on scale. The award also provided Calgary with a paid maternity leave program of 17 weeks. The arbitration panel, however, limited the use of this leave to once per member.

The monetary settlement at the University of Guelph was as follows: Basic Salary increase of 7% plus \$426.22 for all faculty including Librarians, Directors and Associate Deans; Selective Increase: fund of \$855 X (number of full-time faculty including limited term faculty with appointments of more than 1 year), the fund is distributed according to merit ratings determined by Departmental committees; Anomalies: to \$35,000; Benefits: LTD increased from 50% to 66-2/3% of salary; ex gratia pension increase for all retired university employees of 3% per annum.

In 1979 Mount Allison established a new salary structure; there are 30 "steps" or "stages". In 1980 this grid was adjusted by an increase of 4%. The normal salary increase for 1980-81 is equal to the sum of 4% of the mid point of an individual member's stage plus \$910 (one step).

At the University of British Columbia the general increase was 8.6%. An anomalies fund of \$476,544 was also established. The funds for career progress increments and merit awards were \$952,836 and \$476,544 respectively. Again from B.C., the academic staff at Simon Fraser received an 8.4% on scale; for 1980-81 career progress increment averages about 3% to 3.2%.

The scale increase at the University of Saskatchewan was 8.2%. The travel fund was also increased from \$185,000 to \$210,000. Sabbaticants, moreover, may now claim up to \$750 travel expense.

At Victoria the Board of Governors imposed a settlement of 8.6%.
At the University of Lethbridge the scale increase for librarians and faculty is 7.62% (based upon total compensation package, rather than based on salary budget), coverage for major dental work has been increased from 50% to 80%; the maximum for orthodontic and major dental work has been increased from \$1,000 to \$2,000. The travel fund has been increased by 43%.

The Ontario Divisional Court recently rendered a decision concerning a denial of tenure at the University of Toronto. The key issue was whether rules of natural justice or fairness apply and, if so, whether they were met. The Court concluded that there is a sufficient element of public employment and support by statute so that the President and Governing Council are required to observe essential procedural protections.

In exercising his power to award tenured appointments, the President exercises a power conferred by statute to make a decision on the eligibility of a person to receive a benefit and it is thus the exercise of a statutory power of decision as used in The Judicial Review Procedure Act and The Statutory Powers Procedure Act. His decision is thus reviewable by the court on the basis of fairness.

The importance of this case is that, according to the Ontario Divisional Court, in a university established by statute similar to the University of Toronto (most Canadian universities) there is a legal requirement for procedural protections in a number of decisions relating to the employment of faculty.

In this case, the court ruled that the process whereby the applicant was denied tenure and had his appointment terminated was invalid on the basis that one member of the original tenure committee was biased, having pre-judged the issue. I understand the Administration of the University of Toronto is appealing the case. Are they appealing the applicability of fairness in tenure hearings?

On the controversial matter of access to personnel files, a grievor at OISE applied to the Registrar appointed under the Ontario Consumer Reporting Act on the grounds that, when OISE refused to divulge the names of referees and at least a summary of their comments in a tenure hearing, the College violated the Act.

The Act states that when a benefit is denied to a consumer wholly or partly because of information received from a consumer reporting agency "or a person other than a consumer reporting agency", "the nature and source" of that information must be transmitted on request to the consumer within sixty days. The Registrar took the view that the Act applied and has informed OISE that the Institute must conform to the legislation.

The OISE Faculty Association and OCUFA asked CAUT to secure independent legal advice. That advice confirms the view of the Registrar that the Act requires the names of the outside referees and at least a summary of their comments be supplied to the grievor. Application cannot be avoided through collective agreements since section 1(2) of the Act provides that it applies "notwithstanding any agreement or waiver to the contrary". Under section 24, the Lieutenant-Governor in Council may make regulations to exempt a class of people from the scope of the Act.

It would appear that Ontario universities may be within the scope of this legislation and may thus have to comply. Faculty associations in other provinces may wish to read their consumer legislation to see if it has similar wording.

Correction: I reported in the September issue of this column that Manitoba had settled its salary reopener. This was incorrect. The entire contract was up for renegotiation.

CHAIRMAN

DEPARTMENT OF THEATRE FACULTY OF FINE ARTS

Applications or nominations for qualified persons are invited by February 1st, 1981, for a Chairman of the Department of Theatre, University of Victoria. The appointment will normally be for five years but not less than three years effective July 1st, 1981. It is expected that applicant's or nominees have a substantial knowledge and/or experience of Canadian theatre and universities, and have had a successful academic or professional background in Theatre with some administrative experience.

The Department will occupy its new building during the coming academic year. This facility, with both a proscenium and Thrust theatre and an arrangeable studio, will be among the best teaching facilities of its kind in Canada. The Department currently consists of 9 faculty members over 100 major students. General and specialized programs are available leading to the BFA in Directing, History, Theatre-in-Education, Acting, Design, or Production. Graduate studies, Master of Fine Arts degree is offered in Directing and Production or Design and Production, and the Master of Arts in Theatre History or Theatre-in-Education.

This appointment will be at a rank no less than Associate Professor. The salary will be subject to negotiation. A current curriculum vitae is required as well as the names of three referees selected from the academic and professional communities. Address all correspondence to Chairman, Theatre Search Committee, Dean Douglas Morton, Faculty of Fine Arts, University of Victoria, P.D. Box 1700, Victoria, B.C., V8W 2Y2



UNIVERSITY OF VICTORIA

THE UNIVERSITY OF BRITISH COLUMBIA

HEAD

DEPARTMENT OF ELECTRICAL ENGINEERING

Applications and nominations are invited for the position of professor and head of the Department of Electrical Engineering. The Department is housed in a modern building with extensive facilities for teaching and research. There is a faculty of twenty, an engineering and technical support staff of sixteen, and a graduate student group of approximately forty-five. The undergraduate enrolment in electrical engineering totals about 250.

Candidates should have academic experience and an established record of scholarly achievement. Administrative experience and industrial experience would also be desirable.

The appointment as Full Professor will be with tenure, while the appointment as Head will be for a five year renewable term. Starting date is July 1, 1981 or as soon as possible thereafter.

Applications will be accepted up to March 15, 1981 and should include a curriculum vitae and the names of at least three referees.

Please address all correspondence to:

Prof. E. Teghtsoonian
Chairman, Search Committee for Department of
Electrical Engineering
Department of Metallurgical Engineering
The University of British Columbia
307 - 6350 Stores Road,
Vancouver, B.C.
V6T 1W5

TAX TIPS

by Touche Ross & Co.

Teaching expenses

In a recent Tax Review Board decision, Dr. Richard J. Haynes was denied a deduction from his teaching income from the University of Toronto for his expenses incurred in teaching. Is there any way in which a claim of this nature may be allowed?

Generally speaking, teachers are viewed as employees rather than self-employed and expenses incurred in teaching are not deductible.

In order to better understand this position we should examine the criteria used by Revenue Canada or the courts in establishing the deductibility of an expense, look at how these rules were applied in arriving at the decision reached in the Haynes case and then consider possible circumstances under which deductions for teaching expenses may be allowed.

Deductibility of expenses

Except where specific provisions exist, an expense is deductible only "to the extent that it was made or incurred for the purpose of gaining or producing income from *business or property*." Such expenses must be reasonable, not incurred for personal reasons or as a capital outlay; they must also not be incurred to earn exempt income.

Employment income is categorized separately from income from business or property and specific provisions exist restricting the deduction of expenses. With an obvious exception for salesmen, subsection 8(1) of the Income Tax Act prescribes certain expenses that are deductible by employees and no mention is made of any deduction for general operating expenses. In fact, subsection 8(2) provides that no deductions shall be made in computing a taxpayer's income from an office or employment except as expressly permitted in Section 8.

It is therefore necessary for a teacher to substantiate that his or her income from teaching is not salary but is instead income from self-employment, before related expenses other than those listed in Section 8 may be deducted. He must prove that he is in the "business" of providing teaching services and is an independent contractor; otherwise, as highlighted by the Haynes case, he is quite simply regarded as an employee.

Case decision

In Richard J. Haynes vs. M.N.R. ('80 DTC 1510), the taxpayer was a part-time university lecturer and a full-time employee of a major computer firm. In 1976, Haynes taught two courses arranged by the University of Toronto for outside agencies whose members participated as students.

Haynes was paid by the university but he did everything required to present the courses; the University provided space for the lectures and handled administration (apparently the registration of the students). Haynes was not supplied with an office by the university and apparently had to use other facilities for preparatory work and purchase supplies because he claimed "rental" and "supplies" expenses on his tax return. Haynes submitted that he was self-employed and not an employee of the university, and should therefore be allowed to deduct expenses related to his teaching. His argument was dismissed by the Tax Review Board on the following grounds:

(1) A contract of service (as between employer/employee) existed between Haynes and the University. In comparison, contracts for service existed between the University of Toronto and two associations, whose members Haynes taught.

(2) This was evidenced by the fact that Haynes' contract was one of putting his personal services at the disposal of the university during a specific time period (as in a master/servant relationship), and not one of accomplishing a specific job or task without any involvement from the university — as the teaching function performed by Haynes was a normal part of the total teaching role of the university.

(3) Although the university had not exercised any control over Haynes' activities, it nonetheless had the capacity to do so.

(4) Haynes had not demonstrated any of the characteristics for earning income which are consistent with a businessman establishing a venture or an enterprise.

Possible allowance of teaching expenses

To establish whether one is self-employed and thus entitled to deduct expenses incurred in earning the income from the business, it is necessary to consider four tests which were

reviewed in another recent case, Paul Hecht vs. M.N.R. ('80 DTC 1438). Hecht was a full-time teacher at Dawson College and other schools in Montreal.

● **The control test** — Control of the taxpayer's work by another indicates an employment situation. However, the courts have held this test is not generally applicable where a professional is involved. Lack of control over a teacher's duties is therefore often not a determining factor.

● **The integration test** — If the services provided by the taxpayer are an integral part of services provided by the person from whom he received payment for his service, this is an indication of an employment situation. Unfortunately teachers paid by a school or university usually fail on this test.

● **The economic reality test** — The person in business runs the risk of financing equipment, supplies help necessary to operate and administer his business and ensures he has sufficient clients to render the operation viable. While a one-man business may exist, the other tests indicate a need to commit one's resources to an enterprise which requires the seeking out of customers to use the services of the enterprise. Persons teaching through a university or school may commit themselves to expenses but in the case of Haynes and Hecht did not set up a "business" which involved the seeking out of clients.

● **The specific result test** — An employee will normally be committed to work for a period of time or indefinitely whereas the self-employed agrees to do certain specified work. The employee's job does not normally envisage the accomplishment of a specified amount of work but does contemplate personal services during some period of time. A self-employed person normally contracts to accomplish a specified job but normally it is not required that the contractor do anything personally. Haynes contracted to personally teach for certain periods of time.

There is no obvious difficulty in a teacher establishing self employment where he is being paid by a school or university for teaching courses arranged by the institution. Nevertheless it is possible for a teacher to be self employed. If for example, he offers services not normally provided by the university, if he seeks out customers for his services, or if his contract is to deliver a product or service but not necessarily his personal service, he may be self-employed. However, Revenue Canada may still not agree with this, and the final determination of his tax status in that case would rest with the court.

Principal residence

We plan to deal with this subject in a future issue. However, since this is the last issue of the Bulletin in 1980, the following is a point on which you might wish to act before 1981.

If there are two residences in your family (say a normal home and a cottage) and both are registered in one spouse's name, then, when they are sold tax will have to be paid on the capital gain on at least one of the properties. To avoid this we suggest you consider transferring the registered ownership of one property to the other spouse, or at least to joint ownership. This will not alter the past but it will put you in a position in the future to reduce the tax bite.

Since there are many factors to consider in such a transaction which we have not commented on, we strongly recommend that you consult your tax advisor and your lawyer before acting.

DALHOUSIE UNIVERSITY

Faculty of Law

Dalhousie Law School is searching for senior professor with a proven record of teaching and research in either Property Law, Public Law or Criminal Law, from July 1, 1981. The names of individuals being considered will be kept in confidence. Applications and nominations are invited and should be addressed to:

The Dean
Faculty of Law
Dalhousie University
Halifax, Nova Scotia
B3H 4H9

DEAN OF FACULTY

Saint John Campus
University of New Brunswick

The Dean is responsible for coordinating and directing academic work of five Divisions, comprising disciplines in Arts, Science, Administration, Computer Science and Engineering; 600 full-time students and 300 FTE part-time students; 60 faculty members. Degree programs in Administration, Humanities, Science, Social Science and Data Analysis; partial programs in Engineering, Computer Science, Education and Physical Education. Some graduate work offered.

Qualifications: PhD or equivalent; record in teaching and scholarship; Administrative experience.

Deadline for applications: October 15th.

Send replies with Curriculum Vitae and names of three references to:

Dr. Thomas J. Condon
Vice-President (Saint John)
University of New Brunswick
P.O. Box 5050
Saint John, N.B.
E2L 4L5

NATIONAL NOTES

by Jill Greenwell (Relations with Government Officer)

Conference on lobbying

The second national conference on lobbying, organized by CAUT and provincial faculty associations, is scheduled to be held at the Bond Place Hotel, Toronto, December 5-6, 1980. A forum for the exchange of information on political developments affecting post-secondary education and ideas on lobbying tactics for faculty associations, this year's agenda includes a workshop by Paul Pross (Political Science, Dalhousie) on selecting the correct lobbying strategy, and an appearance by Oakland Ross, Assistant Editor of the *Globe and Mail* — a newspaper which has been highly critical of universities and the tenure system — who will discuss ways in which the universities can improve their public relations image.

Ontario university enrolment up

Preliminary data from Ontario's 15 universities and one polytechnic indicate that first year undergraduate enrolment in 1980-81 increased 5 per cent (or by some 1800 students) over last year's total. The change, even greater than that experienced by Ontario's universities last fall, is generating some interest since the pool of Grade 13 graduates was down slightly this year compared to last year's. Not surprisingly, there was heightened interest in professional and job-oriented programmes, with major enrolment gains in business, engineering and science programmes. However, enrolments in the arts have not decreased — remaining stable at 1979-80 levels. The universities also report a larger number of returning students and undergraduate students opting for part-time studies. The graduate student body is reported stable at approximately the same level as last year.

New federal technology employment programme launched

Employment and Immigration recently initiated its New Technology Employment Programme aimed at medium- to small-sized employers involved in scientific and technological work. The programme, funded at \$16 million over two fiscal years, subsidizes employers with a contribution of up to 75 per cent of wages for each eligible employee to a maximum contribution of \$290 a week per job for a maximum of 12 months.

The objective of the programme is to create additional employment for highly-educated, scientifically and technically qualified recent labour force entrants who are unable to obtain employment in their discipline. Another objective is to encourage research and development, energy conservation and alternate energy initiatives by the employers.

Under the New Technology Employment Programme, eligible employers who may submit proposals are: private sector firms which normally employ fewer than 300 employees; research institutes; non-profit Crown Corporations; universities and community colleges; individuals in single proprietorships or partnerships; associations and community organizations.

Applications from employers will be reviewed by regional offices of the Canada Employment and Immigration Commission. The National Research Council and the Department of Energy, Mines and Resources will assist the Commission by assessing a proposal's technical merit and feasibility.

A Liberal review

Employment and Immigration Minister, Lloyd Axworthy, recently announced the establishment of a task force on immigration practices and procedures. The task force will advise the Minister on the extent to which the objectives of the Immigration Act (1976) are being met under existing regulations, procedures and practices. The Minister said that he was concerned about the effect of rapidly growing workloads and increasingly complex procedures on immigration services and the officials who provide them. Chairman of the five-member group, all of whom are lawyers, is W.G. Robinson, a former national Liberal party director.

SSHRCC appointees

Yvan Allaire (Administrative Sciences, University of Quebec) and Marie-Josée Drouin (Director-General, Hudson Research Institute of Canada) have recently been appointed to the Social Sciences and Humanities Research Council. Those re-appointed include Gérard Dion (Social Sciences, Laval), Jacques Henriffin (Demography, University of Montreal), Stefan Dupré (Political Economy, University of Toronto), Jean Jones (Social Work, McMaster), P. Michael Swan (History, University of Saskatchewan), and David Walker (Political Science, University of Winnipeg).

A break for some foreign students

Certain foreign students in Quebec will be exempt from the normal differential fee of \$1,500 starting this academic year. Under agreements negotiated this summer between the Quebec government and France, Senegal, the Ivory Coast, Zaire, Morocco, Algeria and Gabon, any foreign student doing a major or honours degree in a French programme, either French or Quebec literature, will only pay the tuition fees applicable to Canadian citizens and landed immigrants. However, the exemption applies only to those students who do not receive international or Canadian help, unless a previous agreement was made with the Quebec government. Other students exempt from paying the differential fees include those on diplomatic visas, North American Indian students, and those who have been granted refugee status.

Toronto to host AAAS annual meeting

"Science and Technology: Bridging the Frontiers" will be the theme for the 147th national meeting of the American Association for the Advancement of Science to be held in Toronto, January 3-8, 1981. Among over 150 diverse symposium subjects will be: the age and size of the universe; psychological bases of morality; Mount St. Helen's; biological energy conversion; contamination trends in the Great Lakes; religion and food; science for handicapped students; science and secrecy; the laser revolution in chemistry; and development of a shark repellent. Toronto was the site of similar meetings in 1889 and 1921. Further information about the meeting is available from the AAAS Meetings Office, 1776 Massachusetts Avenue N.W., Washington, D.C. 20036, USA.

Medical research in Alberta

Alberta's Heritage Foundation for Medical Research, established with an endowment of \$300 million from the province's Heritage Trust Fund, has already granted more than \$1,800,000 in medical research awards in the four months following the appointment of its trustees last May. So far 69 studentships, 42 fellowships and research allowances to 40 candidates have been made — most of them to provincial residents but a few have been awarded to Albertans studying outside the province.

Telidon pilot project

As part of its efforts to improve access to information, the federal government's first service bureau using the Telidon videotex system recently opened in Edmonton. Developed by Canadian government researchers, the two-way television systems enables users, by means of a hand held key pad and telephone, to retrieve information from computerized data banks on demand and have it displayed on a television screen. When fully operational early next year, Telidon will be incorporated in several other government service bureaux as well as a number of public places across Canada in a pilot project designed to test its usefulness in responding to enquiries by citizens for government information. About ten Telidon pilot projects across Canada have already been announced. User groups include broadcasters, cable operators, telephone companies and various information dissemination organizations.

Human rights support

The Canadian Federation of Civil Liberties and Human Rights Associations has received grants totalling \$77,560 from the federal government to help it disseminate information on human rights to volunteer groups and the general public. Part of the project money will be spent to help fund a national conference on building support for human rights, and the publication of a monthly newsletter on human rights as well as a booklet on fund-raising for voluntary organizations.

Light years ahead

While most of the discussion on job discrimination in Canada focuses on language, colour, and gender, with only peripheral attention given to other problems, the Dutch appear to be light years ahead in their thinking on the issue. A draft code currently being considered in that country would prohibit job discrimination on any of the following grounds: Age, sex, civil status, sexual disposition, distinguishing marks or scars, psychiatric history, medical history, nationality, race or colour, social or regional background, criminal history, police records, religious, political or any other outlook on life, trade union membership or membership of any other organization, or for being out of work.

Tug-of-war

Industry Minister Herb Gray and Economic Development Minister H.A. Olson are playing tug-of-war with Gray's proposed "new industrial policy" for Canada. According to one report, Senator Olson has already had considerable influence on his Cabinet colleagues in modifying Gray's report by introducing a paper of his own on industrial policy to Cabinet discussions. Gray's policy outline was leaked to the press and calls for \$2.75 billion to be spent over the next four years to fund industrial and trade development, which he says would result in \$4.5 billion in R. and D. investment and new production facilities. Senator Olson, however, warns against expecting major announcements of a single industrial strategy, leading observers to speculate that Olson's small-c conservative approach will prevail in Cabinet and will be reflected in the October budget.

B.C. looks at skilled manpower

As part of its efforts towards solving the skilled manpower problem in this country, British Columbia has established a three-man task force on technological training in engineering, health science and related fields. The task force will assess the number of technologists and the nature of training required by B.C.'s industrial and business communities as well as review all requirements for student access and mobility within and among the province's colleges, universities and institutes. The three investigators are: Dr. John Sample, Director of TRIUMF at UBC, Dr. Earl Shepherd, physician and pathologist, and Fred Otte, a senior engineer with the B.C. Hydro and Power Authority. Those interested in further information should contact Dr. Terry Clement, Ministry of Education, Victoria, V8V 2M4. (Telephone 387-5408).

An appraisal of Bill C-43

by Richard J. Bazillion

The new Access to Information Act (Bill C-43, given first reading on July 17, 1980) dispels much of the confusion and uncertainty surrounding the Canadian public's "right" to government information.

C-43 is a significant departure from the position adopted by the Liberals in their 1977 Green Paper on public access to government documents and is virtually identical in many respects with Bill C-15, introduced a year ago by the Conservative government. Key sections — those dealing with records exempted from disclosure, appeal procedures and the appointment of an Information Commissioner — match those of the Conservative bill almost exactly.

Noteworthy Liberal innovations are the right accorded third parties to be consulted before information affecting their interests is either released or withheld, and the provision of access to machine-readable records. In general, it seems that the Liberals have profited remarkably from the wisdom of their predecessors.

A striking similarity between the two bills, and in contrast with the Liberal views expressed three years ago, is the treatment of Section 41 of the Federal Court Act. By repealing the section altogether, Bill C-15 removed from ministers the discretionary power to prohibit access simply by submitting to a Federal Court judge an affidavit affirming that "the production or discovery of a document or its contents would be injurious to international relations, national defence or security, or to federal-provincial relations, or that it would disclose a confidence of the Queen's Privy Council for Canada."

The same provision appears in C-43, Section 42 of which grants the right to appeal a denial of access to the Federal Court. The Court may examine the material in question *in camera* and order its release over ministerial objection in the absence of compelling reasons to maintain confidentiality.

As long as the applicant is prepared to bear the costs, judicial review offers an avenue of appeal from denials of access rendered either by a department head or by the Information Commissioner as a result of his investigations.

Official Secrets dilemma

Neither bill, on the other hand, addresses the dilemma created by the Official Secrets Act. Professor M.L. Friedland, in a study written for the McDonald Commission, pointed out that, "while there is no direct relationship between freedom of information and the Official Secrets Act," it should be recognized that "changing the Official Secrets Act is a necessary psychological precursor to open government." Because the Act is comprehensive, intimidating and rather vague about the sorts of activities that constitute indictable offences, revision is a complicated task.

Under Section 4 a public servant is forbidden to carry or disclose designated confidential to any unauthorized person, whether a journalist, a member of Parliament or, for that matter, an enemy agent. Conviction may bring a prison term of up to fourteen years. The distinction between subversion and the deliberate or inadvertent leakage of information, moreover, is by no means clearly defined. As the case of Peter Treu (convicted in 1978 and acquitted on

appeal in 1979) demonstrated, mere possession of classified documents may cause a charge to be laid. The appeals court, in quashing the guilty verdict, held that "the rules did not define precisely what security measures the accused should have taken" to protect the material in hand.

In 1979, the Ontario judge who dismissed the government's case against the Toronto Sun for publishing an allegedly secret document, stated that "a complete redrafting of the Canadian Official Secrets Act seems appropriate and necessary."

Though unprepared to resolve the problem of the Official Secrets Act at this time, the Liberal government is aware of the conflict between the demands of national security and the public's right to know. A federal Cabinet discussion paper recently released comments: "The leakage provisions of the Official Secrets Act are at variance with the general objective of the Access to Information legislation. Consideration of Access legislation will necessitate that, sooner or later, Section 4 of the Act is modified to be more compatible with the new legislation."

Section 71 of Bill C-43 in fact protects department heads from prosecution "for the disclosure in good faith of any record or any part of a record pursuant to this Act or for any consequences that flow from such disclosure." In this manner the most onerous feature of the Official Secrets Act seems to be effectively, if not definitively, circumvented, at least in the case of ministers and their deputies.

Access to the process

One thing Canadian freedom of information legislation cannot do is provide timely access to documentation concerning the decision-making process itself. Departmental records, composed largely of routine administrative materials, are more amenable to the freedom of information principle than are the Cabinet documents that illustrate the evolution of policy. Unlike the government of the United States, with its Constitutional division of powers, Canada's parliamentary system requires a certain amount of administrative secrecy in order to preserve Cabinet solidarity and ministerial responsibility, however the second principle is defined nowadays.

Bill C-43 exempts from disclosure Cabinet documents and the advice received by ministers from public servants, as well as documents bearing on national defence, the administration of criminal justice, federal-provincial relations and Canadian foreign relations. Under Cabinet Directive No. 46 (June 7, 1973), almost all such material is eventually transferred to the Public Archives.

All but the most sensitive records (for example, those relating to the Igor Gouzenko case (1945) or the papers of the Taschereau Royal Commission on espionage in 1946) automatically become available after thirty years. Departmental records, which are routinely dispatched to the Public Archives, are more promptly accessible under C-43.

Of great concern to researchers is the range of exemptions to which an official may have recourse in order to justify denial of access. Some exemptions are consequences of Westminster-style cabinet government, while others are based in the statutes or in practical necessity. The following exemptions fall into the second category:

- any information "obtained in confidence from a foreign, provincial or municipal government" or from "an international organization of states";

- information on the administration of criminal justice;
- information gathered by the RCMP in confidence on behalf of a provincial or municipal government;
- information "which could reasonably be expected to threaten the safety of individuals";
- information of a "financial, commercial, scientific or technical" nature belong-

- ing to the government that might be misused;
- personal information protected under Section 3 of the Privacy Act;
- any record scheduled for publication within ninety days;
- information that might prejudice the outcome of particular tests or audits being conducted by the government.

Academic Freedom and Tenure Committee

Call for Nominations

The Committee on Academic Freedom and Tenure solicits suggestions for nominations for membership on the Committee.

Term of office for Committee members is three years. The Committee has eleven members, including the Executive Secretary and senior Association Executive Secretary, and approximately one-third of the Committee is changed each year. Members of the Committee are appointed by the Board, on recommendation of the Academic Freedom and Tenure Committee, who strive for an appropriate balance in terms of geographical representation, discipline and experience.

The Committee deals with grievances from faculty members at institutions with associations affiliated to C.A.U.T. In addition, the Committee is concerned with the promulgation of policy statements and guidelines on tenure, on academic freedom, on proper procedures for determining terms and conditions of employment, and so on.

Suggestions for nominations to the Academic Freedom and Tenure Committee should be sent to Roland Penner, Chairman, Elections and Resolutions Committee no later than March 1, 1981, together with a brief biographical statement on the candidate's academic background and experience in faculty association activities and academic freedom matters. C.A.U.T. 75 Albert St., Suite 1001 Ottawa, Ont. K1P 5E7.



Le Comité de la liberté universitaire et de la permanence de l'emploi

Appel de candidatures

Le Comité de la liberté universitaire et de permanence de l'emploi demande qu'on propose des candidats appelés à faire partie de ses cadres.

Le mandat des membres du Comité est de trois ans. Le Comité compte onze membres, y compris le Secrétaire général et le Secrétaire général associé senior, et environ le tiers des membres du Comité changent chaque année. Les membres du Comité sont nommés par le Comité exécutif, sur la recommandation du Comité de la liberté universitaire et de la permanence de l'emploi, qui s'efforce d'assurer un juste équilibre sous le rapport de la représentation géographique, des disciplines et de l'expérience.

Le Comité s'occupe des griefs des professeurs des institutions qui comptent une association affiliée à l'ACPU. En outre, le Comité voit à la promulgation de déclarations de principes et de directives touchant la titularisation, la liberté universitaire, les procédures à suivre pour déterminer les conditions d'emploi, etc.

Les noms de personnes à nommer au Comité de la liberté universitaire et de la permanence de l'emploi devraient être communiqués à Roland Penner, Président, Comité des élections et des propositions au plus tard le 1 mars 1981. Il faudrait joindre une brève notice biographique indiquant les antécédents universitaires du candidat et l'expérience qu'il a des activités de l'association de professeurs et des questions de liberté universitaire. ACPU 75 rue Albert, pièce 1001, Ottawa, Ont. K1P 5E7.

Prof. Bazillion is with the Department of Political Science at Algoma University College.

An applicant whose request is rejected on any of the above grounds may appeal the decision to the Information Commissioner and, failing to gain satisfaction, to the Federal Court. The only impediment to the appeals procedure is the cost involved.

Ministerial papers, it should be noted, are a unique case. They often contain many public documents, but are nevertheless the personal property of the minister who collected them. As such, they may never find their way into the hands of historians, either because access is restricted by the owner or because the former minister simply elected to destroy his papers. Bill C-43 does not apply to ministerial papers, including those on archival deposit. It would be preferable if the files of department heads were defined as "public," along the lines followed by the Presidential Records Act of 1978 in the United States.

Once the constitutional and statutory constraints on freedom of information in Canada are acknowledged, access itself should be fairly easy to gain under the guidelines contained in C-43. Any Canadian citizen, permanent resident or Canadian corporation may apply in writing to a department head for access to documents in the files under his jurisdiction. The official must respond within thirty days, either granting or withholding his permission.

Should the applicant be rebuffed, be may appeal to the Information Commissioner, who, after investigation, may support or reject the applicant's arguments. Resort may then be had to the Federal Court, Trials Division. Throughout the process, the citizen's path is made somewhat smoother by the fact that C-43 requires publication of guides to government organization and descriptions of the classes of records and procedures manuals of the various departments. Also to be published is "the title and address of the appropriate officer for each government institution to whom requests for access to records under this Act should be sent." (Section 5)

Bill C-43 strikes an acceptable balance between the citizen's (or researcher's) desire for access to official information and what

must be the scholar's paramount regard for the integrity of the historical record eventually placed before him. Because policy documents are both exempt from timely disclosure and protected by the thirty-year rule in the Public Archives, ministers and their deputies are not dissuaded from keeping paper records for the edification of historians in the future. At the same time, the interests of those who cannot wait a generation for the information they seek are also reasonably well served.

C-43 meets the three standards on which proponents of freedom of information, including the Ontario Commission on Freedom of Information and Individual Privacy, insist: (1) it establishes as a general principle the public's right to access to government information, (2) it sets forth a precise list of exemptions, and (3) it provides for independent review of decisions either to disclose or deny access to information. The Canadian government thus retains enough administrative secrecy to function in its traditional manner, but unnecessary and arbitrary restrictions on access are removed.

In spite of the positive steps toward greater freedom of information already taken, two tasks remain to be accomplished before Canada achieves as open a political process as possible. The government is cognizant of both.

The first is to revise thoroughly, or even to repeal, the Official Secrets Act.

The second is to devise a modern, more explicit classification system for security-related material, so that vague appeals to "national defence" offer no refuge to a minister who simply wants to avoid disclosing information.

There is certainly no room in Canadian practice, once C-43 becomes law, for the dubious uses of executive privilege made notorious by the Nixon Administration. But one may nevertheless hope that the loose ends still in evidence be tied up as quickly as possible.

The fewer obscurities standing between Canadians and government information, the better for researchers and the citizenry at large.

NOTES FROM WASHINGTON

by Clive Cookson

Most of the American population is drifting "toward virtual scientific and technological illiteracy," warns a new report by the federal government on science and engineering education in the United States. That "means that important national decisions involving science and technology will be made increasingly on the basis of ignorance and misunderstanding."

The study was conducted jointly by the Education Department (ED) and the National Science Foundation (NSF) and released by the White House shortly before last month's presidential election. It has two separate sections, one dealing with basic science education for the general population, and the other with the preparation of professional scientists and engineers.

The latter problem was uppermost in the mind of White House science adviser Frank Press in February when he persuaded President Carter to ask ED and NSF for the review. Press was particularly disturbed by the evidence (which I discussed in the October CAUT Bulletin) that university engineering and computer science departments are suffering from a severe shortage of graduate students, faculty members and modern equipment.

The final report to President Carter by education secretary Shirley Hufstetler and acting NSF director Donald Langenberg acknowledges these problems and puts forward several proposals to strengthen computing and engineering education: for instance more financial help for engineering and computer science departments to buy research and instructional equipment, and more fellowships and research grants for PhD candidates who plan to go into university teaching.

However Hufstetler and Langenberg sound much more alarmed about the decline of general science education, especially in high schools. What is particularly depressing about the report is the way it echoes recent studies, for example by the President's Commission on Foreign Languages and International Studies, and the Lyman Commission on the Humanities, which show deterioration in other parts of the school curriculum. The whole of American secondary education seems to be a disaster area.

The widening educational gap between science specialists and the large majority who leave school or college "with only the most rudimentary notions of science, mathematics and technology portends trouble in the decades ahead," the report warns.

The study contrasts the declining emphasis on science and mathematics in American schools with the "vigorous training" in these fields provided by Japan, Germany and the Soviet Union for all their citizens. In Japan, national guidelines call for 25 percent of classroom time in lower secondary school to be devoted to mathematics and science, and nearly all college-bound students take three scientific and four mathematical subjects at high school. "The overall picture in Germany is one of a very high level of science and mathematics literacy among college graduates as well as a strong science/mathematics understanding among the general population."

All Soviet children have to complete four years of chemistry, five of physics and up to four of biology; calculus, taken by half a million Americans in the last year of high school or the first year of college, is part of the school curriculum for five million Russians. Yet only one third of the United States' school districts require their graduates to take more than one year of science and mathematics, the report says.

The report's second section reaches the optimistic conclusion that they present shortage of trained engineering manpower is only short term. NSF and ED staff analysed several economic projections, "which indicate that, with a few exceptions, there should be adequate numbers of engineers and scientists at all degree levels to fill available positions in 1990," provided we assume that the nation does nothing different in the future in the ways it trains and makes use of engineers and scientists to address national problems.

However, the report says the United States should not wait for market forces to relieve its short term shortage of trained personnel, because "the innovative capacity of American industry will be severely hampered in the interim." It recommends government support for colleges and universities to develop new one and two year programs for undergraduates who want to shift to shortage subjects. Also, federal agencies should cooperate with industry to offer postgraduate industrial traineeships in selected fields where there are insufficient people with advanced degrees.

Spokesmen for the science education community reacted without enthusiasm to the report, whose tone and recommendations they found weak and lacking in urgency. For example, Don Marlow, executive director of the American Society for Engineering Education, said the NSF and ED took too complacent a view of the academic staff shortage. Two thousand of the 25,000 faculty positions in engineering departments were now empty, he said, and it would soon become impossible for universities to handle the rapidly increasing undergraduate enrolments on which the report relies for its optimistic manpower projections.

Bill Aldridge, executive director of the National Science Teachers Association, said the fundamental problem was that federal agencies in general, and the NSF in particular, were not really interested in supporting science education. The proportion of the NSF budget devoted to education declined from nearly 50 percent in 1967 to 8 percent this year, he said, because the government gives far higher priority to research.

FACULTY POSITIONS

Applications are invited for the following academic positions in the Faculty of University Schools.

SCHOOL OF ENGINEERING

Electrical Engineering — Any area of communications

Mechanical Engineering — Requiring expertise in one of vibrations, mechanics of machines, solid mechanics, machine design, production systems.

SCHOOL OF FORESTRY

Permanent and sabbatical leave replacements in the following areas or combinations. Visiting professor appointments and secondments from government service could be arranged.

Forest Management, Mensuration, Remote Sensing

Forest Ecology, Silvics, Dendrology

Forest Economics

Forest Harvesting and Mechanization

SCHOOL OF NURSING

Faculty position in the four year integrated baccalaureate nursing programme.

Candidates should have advanced degree(s) and professional registration (if applicable). Practical experience is desirable. For some positions candidates currently completing or near completion of graduate degree will be considered.

Please send curriculum vitae and the names of three references. In case of mail disruption please call 1-700-344-4602.

Dr. D.E. Ryan
Secretary of the University
Lakehead University
THUNDER BAY, Ontario
P7B 5E1

CAUT

ACPU

Status of Women and Academic Librarians Committees

The CAUT solicits nominations for openings on these Committees commencing July 1, 1981. Nominations should be sent by March 1, 1981 to Roland Penner, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.

L'ACPU sollicite des candidatures à l'égard des ouvertures commençant le 1er juillet 1981, à ces Comités. Les candidatures doivent être envoyées pour le 1er mars 1981 au Roland Penner, président, Comité des élections et résolutions, ACPU, 75, rue Albert, suite 1001, Ottawa, Ontario K1P 5E7.

Lakehead University

The road to FOI in Canada

1948—At the United Nations conference on the Universal Declaration of Human Rights, the Canadian Government stated:

"Canada is a democracy which cannot be maintained without a foundation of free public opinion and free discussion within the limits set by the civil and criminal laws of Canada. Freedom of Information is inherent in the Canadian constitution, but it is not specifically enacted."

1968—The Conway v. Rimmer case in England. (A police officer's action for malicious prosecution taken against his former superintendent.) The House of Lords decision in this case decided that a Minister's pro-secrecy affidavit would no longer be automatically accepted, and that the judiciary has the authority to inspect requested documents in camera.

1970—The Federal Courts Act is proclaimed in Ottawa. Section 41 (2) curtails any jurisdiction Canadian courts might have derived from the Conway v. Rimmer case. 41 (2)

"When a Minister of the Crown certifies to any court by affidavit that the production or discovery of a document or its contents would be injurious to international relations, national defence or security, or to federal-provincial relations, or that it would disclose a confidence of the Queen's Privy Council for Canada, discovery and production shall be refused without any examination of the document by the court."

1973—The "Guidelines for the production of Papers" is tabled. These guidelines are incorporated in Cabinet Directive 45. The guidelines contain 16 exemptions, including: "papers that are excluded from disclosure by statute." This includes matters referred to in section 41 (2) of the Federal Court Act. Again, the Executive alone determines what can or cannot be released.

1974—The Canadian Human Rights Act (Part IV — Access to personal files) is enacted. Again, access is limited as in the two above cases. A Minister's affidavit exempts any information bank.

—Ged Baldwin's Bill C-225 is referred to the Standing Joint Committee on Regulations and other Statutory Instruments.

1976—Subsequent to the above Committee's work, the House of Commons unanimously approves the decision and recommendation of the Committee to the effect that freedom of information legislation is necessary in Canada. (February 12)

—October 12 — The Speech from the Throne promises that a policy paper on freedom of information will be published soon, to be referred to the Parliamentary Committee.

1977—June — The Green Paper: "Legislation on Public Access to Government Documents" is published. It offers five different alternatives, but is very critical of any diminishing of ministerial discretion over secrecy. The Green Paper is referred to the Standing Joint Committee on Regulations and Other Statutory Instruments for public hearings. These last till 1978.

1978—June — The Statutory Instruments Committee submits its report to the House of Commons. The report recommends narrow exemptions and a two-tier review: to an information commissioner and an ultimate appeal to the Federal Court.

October — Minister John Roberts refuses a Motion by G. Baldwin that the above report be concurred with by the House.

—The Speech from the Throne promises a freedom of information law. It is never introduced.

1979—March — The Canadian Bar Association releases its Model Bill on freedom of information. It provides for limited exemptions, and a two-tier review: to the Information commissioner and an ultimate appeal to the courts.

—Secretary of State John Roberts outlines the Liberal government freedom of information proposal. It provides for an information commissioner, but no judicial review. The Minister would have the final say in all matters referred to in Section 41 (2) of the Federal Courts Act.

October — Bill C-15 is introduced by the new Conservative government. It provides for a two-tier review system: an information commissioner and the Federal Court. It repeals Section 41 of the Federal Courts Act. The Bill gets second reading and goes to committee study briefly until the fall of the government in December.

1980—The Conservative government seeking re-election promises to re-introduce its Freedom of Information Bill immediately after re-election.

The NDP re-affirms its commitment to speedy introduction and passage of freedom of information in the next session of Parliament.

The Liberal Party states: "Yes, a new Liberal Government would introduce and pass freedom of information legislation in the next session of Parliament."

Liberal Leader Pierre Trudeau says that his party is now going toward judicial review, and that he is now ready to receive arguments in favour of judicial review."

April — Speech from the Throne promises FOI & Privacy legislation & amendment of the Federal Court Act to delete Section 41 (2).

July — C-43 is introduced by the Liberal Government. Much of the language has been taken verbatim from the Conservative Bill C-15 but there are four important differences.

1. While it adopts independent judicial review of ministerial decisions to withhold access to documents, it narrows the scope of that review in regard to a few of the "political" exemptions.
2. It adopts a recommendation of the Canadian Bar Association that "third parties" be heard on the question of whether documents provided by them to Government should have their confidentiality maintained.
3. Certain of the exemptions have been materially changed, generally in the direction of widening their effect.
4. The new Access to Information Act has been combined with a new Privacy Act to replace Part IV of the Canadian Human Rights Act to rationalize the approach to individual privacy in both pieces of legislation.

After the Bill is amended in committee, it will probably be enacted sometime in 1981.

University of Guelph

Dean of the College of Physical Science

Nominations and applications are sought for the position of Dean of Physical Science, which will become vacant on 1 July 1981. The College of Physical Science consists of the Departments of Chemistry, Computing and Information Science, Mathematics and Statistics, and Physics, and has approximately 100 faculty members.

The College has a major role in the B.Sc. degree program, which has in excess of 2,000 students enrolled and also offers B.A. programs. At the graduate level, Ph. D. programs are offered in Chemistry, Physics and Biophysics, and Master's programs are offered in Chemistry, Physics, Biophysics and Mathematics and Statistics.

The College has active research programs, supported by many research grants and the vigorous development of this program is an important College objective. Strong academic leadership qualities and an established scholarly reputation, together with previous administrative experience, are requirements for the position.

Applications and nominations should be sent to Dr. H.C. Clark, Vice President Academic, University of Guelph, Guelph, Ontario N1G 2W1, by January 31, 1981.



University of Guelph

Dean of the College of Arts

Nominations and applications are sought for the position of Dean of Arts, which will become vacant on 1 July 1981. The College of Arts consists of the Departments of Drama, English Language and Literature, Fine Art, History, Languages and Literatures, Philosophy and the Music Division, and has approximately 100 faculty members.

In addition to its major participation in the B.A. degree, which has in excess of 2,000 students enrolled, the College offers graduate programs at the Master's level in English, History and Philosophy and at the Ph.D. level in History and Philosophy.

Strong academic leadership qualities and an established reputation as a scholar and teacher are requirements for the position. Some previous administrative experience is desirable, as well as an interest in interdisciplinary programs.

Applications and nominations should be sent to Dr. H.C. Clark, Vice President Academic, University of Guelph, Guelph, Ontario N1G 2W1, by January 31, 1981.

Freedom of Information and Parliamentary Reform

by Lorne McCuish

The concept of Parliamentary reform and the recently introduced Freedom of Information Bill would emphatically improve the scope and effectiveness of the individual backbench Member of Parliament.

With the inception of F.O.I., an M.P. would acquire access to relevant government background briefing papers and departmental programs. Retrenchment of this general information would place the Member in a position of an observer rather than a participant.

The Prime Minister, his Cabinet and close advisors hold the key to unchallenged power — information. At present, the upper echelons of the Public Service have more access to information than the private Member of Parliament (including Government supporters!). Backbench M.P.'s especially Opposition Members are relatively powerless when attempting to analyze government actions. To form an educated opinion regarding government policy is nearly impossible due to bureaucratic restraint on information.

Access to Information

Conservative House Leader, Walter Baker, recognized that access to information is a crucial prerequisite to Parliamentary reform. "The House of Commons should not govern, but it should poke and pry without hindrance into the activities of those who do," he said. "If the House of Commons exists to represent the people of Canada and to legitimize the rule of the executive, it must receive the necessary tools to pursue that mandate".

The typical and cynical clichés used to describe backbench M.P.'s such as "flock of sheep," or "trained seals," etc., do not present a true picture of the Parliamentarian. Of course Members must support party policy, if not, it is considered a rebellious act against the party. But, a Member is elected for reasoned and educated judgement as well as party affiliation.

If Parliamentary reform is to be meaningful, Members must be given the authority and the opportunity to investigate his/her individual concerns as well as those of the constituent. Opposition can effectively represent the conscience of Parliament only when the information and the opportunity to use it is present in the House to hold government accountable for its actions.

Private Members' bills

Private Members' bills and motions must be considered with greater importance. There is a need for application and emphasis on private Members' initiatives. There cannot be a continuation of the present practice of M.P.'s introducing a Bill and having it die at the end of one hour. When an opposition Member introduces a private bill, impossible odds confront him. Rarely, does the proposal receive adequate debate or consideration. This frustrating situation not only dissuades Members' involvement in the House, it prevents good ideas from serious consideration and the possibility of those ideas from becoming law.

There would definitely be a wider range of views and perspectives presented to the

House of Commons if a Member had the right to utilize information and research presently not available. The large, permanent blanket that has covered Ottawa over the past decades must be removed to allow access and inspection of documents.

Many new Members come to Ottawa with dreams and great ambition to assist in the governing of our great nation. Many of them have fresh and concrete ideas that should be considered. After a short time, the realization sets in. When it comes to determining the future of the nation and its political affairs, the Member is just one person — on one party — with one vote — with no mandate. Legislation is found originating in the bureaucracy. The M.P. has the opportunity only to see what the Public Service wants him to see.

Members can ask question after question in the House to any government Minister only to elicit vague and unsatisfying responses with no assurances or assistance

to the inquiries. Even then, the material may be withheld on purely arbitrary grounds. Because private Members do not have access to information from ministries, one can only hope that the Minister will provide at least a satisfactory answer. Freedom of Information will be a welcomed confidante in the House.

As a member of the Standing Committee on Transport in the House of Commons, I attempted to obtain a copy of the Department's Planning Memorandum and Program Forecasts. This information is necessary to exercise my responsibilities in the committee. It would also enable me to stay abreast of new developments and future directions of the Department of Transport. This request was continually rejected by senior Civil Servant. Even after an appeal to the Minister of Transport personally, my efforts were meaningless. I was informed that this information is not available to those outside government

because they are in the nature of internal working documents which are part of the orderly phased development of the department's expenditure plan each year. This is one example of how the lack of Freedom of Information in Government can hinder the Member from trying to work effectively.

Responsible government

If real reform is to take place, and Parliamentary procedures are to be seriously reviewed, greater emphasis must be placed on "responsible" government. Private Members' time is now allocated to numerous one hour debates, giving M.P.'s an opportunity to present and discuss an idea in the House, but not sufficient time to cover all aspects of his proposal. If the emphasis were to be changed to give fuller consideration to the legislation presented by the private Member, the House of Commons would be better served.

There is not enough time to scrutinize the actions of the government in the House or in the committee stage of considered legislation. The paperwork is enormous and M.P.'s are not provided any executive summaries from the Minister or Department.

Until this situation is rectified, the Member of Parliament will continue on a frustrated path. The Government backbencher is in far worse shape that his counterpart in Opposition. Party discipline and party solidarity prevent him from speaking his mind. If he wants promotion or a possible Cabinet portfolio, he must remain in the wings of power and fulfill his position as a follower, or what is commonly known as a "trained seal".

The House of Commons has lost credibility in recent years as the fundamental focal point for decisions regarding national affairs and also for the representation of regional interests. More and more emphasis on executive and bureaucratic control has weakened the role of Parliament. We have seen the powers that at one time were traditionally held by Parliament, gradually reduced. The level of input from individual Members of the House has declined, ultimately reducing their ability to fulfill their responsibilities.

Effectiveness diminished

This criticism is not directed solely at the power of the Public Service, because it has been the mismanagement of government that has allowed this situation to continue. There is no doubt that the public service has excessive control over the functional workings government. There is also no doubt that the effectiveness of Members has diminished over the years.

Parliamentary reform and freedom of information go hand-in-hand with any overall general improvement in our Parliamentary democracy. It may be some time before we see the proposed F.O.I. legislation become law. It may also be some time before we see Parliamentary reform initiated and implemented.

Hopefully, in the coming months of this Thirty-Second Parliament, we will realize the need for change, the need to put more authority back in the hands of elected Parliamentarians and out of the hands of the Public Service.

A carpenter cannot build a house until he is given the necessary tools and materials to construct. A Member of Parliament cannot represent a riding constructively, unless given the proper tools and materials from which to work and fulfill his or her obligations to the people; in Committee, in Caucus and in the House of Commons.

FOI Bills introduced in the House of Commons

1965—Bill C-39, An Act to better assure the public's rights to Freedom of access to public documents and information about government administration.

Mr. B. Mather.

1972—Bill C-98, As above.

Mr. B. Mather.

—Bill C-118, An Act respecting the right of the public to information concerning the public business.

Mr. G. Baldwin.

—Bill C-128, An Act to better assure the public's right to freedom of access to public information about government administration.

Mr. J. Roberts.

1973—Bill C-58, An Act respecting the right of the public to information concerning the public business.

Mr. G. Baldwin.

1974—Bill C-185, An Act to better assure the public's right to freedom of access to public documents and information about government administration.

Mr. B. Mather.

—Bill C-258, An Act respecting the right of the public to information concerning the public business.

Mr. G. Baldwin.

—Bill C-225, As above,

Mr. G. Baldwin.

1979—Bill C-15, An Act to extend the present laws of Canada that provide access to information under the control of the Government of Canada and to amend the Canada Evidence Act, the Federal Court Act and the Statutory Instruments Act.

Mr. W. Baker.

1980—Bill C-43, An Act to enact the Access to Information Act and the Privacy Act, to amend the Federal Court Act and the Canada Evidence Act, and to amend certain other Acts in consequence thereof.

Mr. F. Fox.

Of all the above Bills, only C-15, got beyond first reading. It had passed second reading and was at Committee Study stage when the Clark Government was defeated in Dec. 79.

Bill C-15 was the first government-sponsored Bill of its kind.

Lorne McCuish is M.P. for Prince George — Bulkley Valley

Liberals hedge on privacy portion of FOI bill

by Perrin Beatty

There should be no compromise on the subject of personal privacy.

If the creation of a universal identifying number offends our sense of liberty or privacy, we should not accept it, whatever the perceived efficiencies of such a number.

The Social Insurance Number is becoming just such a universal identifying number. It threatens our privacy and renders our lives less personal.

The Trudeau government's new freedom of information legislation, Bill C-43, has been generally well-received by the press and public, including the academic community. Yet, it has not been widely reported that the government has deliberately chosen not to legislate the use of the Social Insurance Number in this bill.

Bill C-43 is really two pieces of legislation. The first part of this bill is designed to increase public access to government information. It is, with a few changes, the same freedom of information bill introduced by the Conservative government last year. The second part is the privacy bill which attempts to control the use of personal information held by the government. This legislation was drafted under Senator Jacques Flynn and myself during the Clark government and contained new provisions to substantially limit the use of the SIN by the federal government.

Although Bill C-43 is essentially the same in most respects to our legislation, it contains no provisions relating to the SIN.

Instead, the federal government commissioned yet another study of the problem. Having decided not to legislate on federal use of the number, the government asked the Privacy Commissioner, Inger Hansen, to study the entire question again — federal, provincial and private sector.

While Ms. Hansen will likely provide some valuable insights on the SIN issue, action should not be delayed much longer. Earlier this year, Senator Flynn and I introduced a private Member's bill containing the SIN provisions in both the House of Commons and the Senate.

The bill would restrict the use of the SIN to six of its original uses. The government would only be allowed to request your SIN in connection with the Canada Pension Plan, Unemployment Insurance, Old Age Security, Family Allowances, Income Tax and Canada Student Loans. It would also eliminate the use of the SIN for Canada Student Loans over a period of three years. All other uses of the SIN by the federal government, and we estimate the number of uses to be in the hundreds (no one knows the exact number), would be terminated.

The government would also no longer be able to deny any benefit or impose any penalty upon anyone who refused to supply a SIN for a federal program other than those legally permitted to use the number. In every case where a SIN was requested by the government, an individual would have to be informed of any benefit which might be denied or penalty imposed if he failed to provide the number.

Except in cases where the SIN was required by law, an individual could request that his SIN be deleted from his file. Finally, a person's SIN would be considered personal information under the privacy legislation and would be treated confidentially by

the government.

The use of the SIN is equally widespread outside the federal government. Provincial governments and the private sector should also cease using the number. Because it will take time and involve certain costs to switch over to other filing systems, these organizations should have an opportunity to voluntarily end their use of the SIN. If, after a reasonable length of time, there is no decrease in the use of the number, then a legislative solution to the problem will have to be found.

Unfortunately, the government has elected not to implement a comprehensive strategy to deal with the SIN issue. Indeed, over the years, it has shown remarkably little concern with this matter.

For example, on October 28, 1978, Health Minister Monique Bégin, when asked in the House of Commons what she planned to do about the expanded use of the SIN by the government, replied, "the question is very bizarre." She went on to say, "It is quite clear that in future the Social Insurance Number will be used more and more... I simply do not understand the paranoia which is behind the Honourable Member's question."

Prime Minister Trudeau said on October 24, 1972, that he felt compulsory identification cards were inevitable. While he gave some indication that it might be an "infringement of civil liberties", he did not suggest whether he would take any action to prevent it from occurring.

It is time for action on the SIN issue. In eight years as a Member of Parliament, I have received many letters from people across the country who are concerned about the expanded use of the SIN.

They fear that the SIN is becoming a universal identifying number. They feel that this will reduce them to a number and that their personal dignity will be threatened. They fear their number will become more important than their name.

The use of the number has become so expanded that most Canadians find they are continually being asked for their number to complete many everyday transactions. The ubiquitous number has become a cause for concern for many Canadians.

For this reason alone I would be prepared to support limits on the use of the SIN. If citizens feel threatened by its use, the government should respect their wishes and implement restrictions on its use. However, there are other equally compelling reasons.

The widespread use of the SIN presents a substantial threat to personal privacy. If the SIN becomes a universal identifying number, as is rapidly happening, large quantities of personal information would be stored under your number.

With the advanced computer technology of today and the ease with which computers can be linked together, possession of someone's SIN can facilitate the collection of information from various sources about that person. For example, collection agencies, credit grantors and marketing firms can be in a better position to gather information about an individual.

I would not suggest that this sort of linking of data between computer banks would be impossible without the expanded use of the SIN. With advancing technology, the ingenious will certainly find ways to access data regardless of what personal identifier is used to file the information. But why should we make it any easier for them?

Filing vast quantities of information

under the SIN is like placing locks which open with the same key on all the houses in a neighbourhood. Once the information collector has a SIN, it will enable him to unlock all the doors, and obtain information from several sources. If we use different filing systems employing different numbers, it will make the task of unauthorized data collection and linkage more difficult.

Restricting the use of the SIN is not the only way to protect privacy and prevent computer linkage. Further protections are available and should be employed. For example, encryption devices are available which would make it virtually impossible for unauthorized persons to obtain information from computer data banks. These devices work on a very specific coding system or on a pass key basis. Corporations and government could also keep all sensitive information out of data banks linked to the telephone system.

Access to data banks has become increasingly easy in recent years. Junior high school students from the Dalton School in New York were able to penetrate several Canadian computer systems and, in at least two cases, obtain information. If talented children are capable of obtaining unauthorized information, professionals obviously could obtain any desired information with greater ease and possibly without detection.

There are other important provisions in our privacy bill designed to control the

handling of personal information held by the federal government. The government would not be allowed to collect personal information unless it related to the operation of a government program. The person involved would have to be informed of the uses to which the information would be put. The government would not be allowed to disclose this information, except under certain narrow exemptions.

Canadians would have the right of access to most personal information relating to them in the possession of the government and the right to correct any inaccurate statements included in their file. A person could file a complaint with the Privacy Commissioner if any of his rights under the Act were not respected by the government. The Privacy Commissioner could also conduct a formal investigation into any complaint.

The Liberal Bill C-43 has adopted most of these provisions, but deletes at least two other important provisions of our legislation: a provision which requires a full Parliamentary review of the privacy legislation after three years of operation and another section which requires all refusals to allow access to personal information to be brought automatically to the attention of the Privacy Commissioner.

As we move into an ever more complicated world, with technology advancing into new, uncharted fields, it is important that we be the masters of our inventions rather than the reverse.

CALL FOR APPLICATIONS TO CANADIAN STUDIES PROGRAM AT HEBREW UNIVERSITY

Applications are invited for appointment in the Social Sciences, the Humanities and Law for the Canadian Studies Program at the Hebrew University of Jerusalem for the academic year 1981-82 (January through June 1982). The Program of Canadian Studies at the Hebrew University of Jerusalem was established by the Government of Canada, and Dr. Ralph Halbert, National President of the Canadian Friends of the Hebrew University, and Mr. Halbert in April 1978.

Applicants for the appointment during the academic year 1981-82 should be university professors in one of the following disciplines: political science, history, anthropology. Preference will be given to applicants combining broad comparative teaching research experience with an ability to emphasize Canadian content within their disciplines.

The successful candidate will be expected to teach two courses (to be determined in consultation with the department/school to which the scholar will be attached) and to participate in faculty and public seminars at the Hebrew University. Remuneration will include return travel costs for the candidate to Israel, salary for six months at the level of full professor at the Hebrew University and other benefits accruing to the position.

Additional information and application forms can be obtained by writing to:

Hebrew University Canadian Studies Program,
Cenede-Israel Foundation for Academic Exchanges,
170 Metcalfe St., Suite 501,
Ottawa, Ontario, K2P 1P3

Deadline for completed applications: March 1, 1981.
Notification of successful candidate: July 30, 1981.

Perrin Beatty is M.P. for Wellington-Dufferin-Simcoe.

Computer Ethics and Security in the University

Is the computer scientist the forerunner of the 21st Century person or the last of the buccaneers?

by John M. Carroll

Criminal charges have been laid because of misuse of computer resources at the University of Alberta and at the University of New Brunswick. At the University of Toronto a computer misuse problem involving 200 students and loss of \$15,000, made headlines but was resolved internally.

Computerized grade switching at Queen's College of CUNY allowed a computer center employee to obtain fraudulent admission into the Phi Beta Kappa academic honour society. Grade switching has been alleged at the University of Southern California, Brooklyn College of CUNY, and South Dakota State University.

Other campus "hi-jinks" have ranged from defrauding McDonald's hamburger chain to penetrating the North American Air-Defence network.

Catch any computer science instructor or academic computer center official in a moment of candor and he or she will likely attest, from personal knowledge, that these are not isolated instances.

Moreover, in the "real" world of business computing, computer-based wrongdoing ranges from unconscionable cost overruns to multi-million dollar theft.

The computer center, on and off campus, begins to take on the appearance of a jungle. One wonders whether the computer scientist is the forerunner of the twenty-first century person or the last of the buccaneers — or if there is much difference.

Discussion of computer abuse in academic circles is often a distasteful topic. I can testify that one who tends to view the scene with alarm scarcely endears himself to his colleagues.

On the left, the critic encounters those whose knee-jerk reactions impel them to strike-out at anything that smacks of supporting what is perceived to be the "establishment". On the right, he meets officials who eschew public discussion out of concern for the employability of graduates. In the center, he collides with outraged professionals who mistakenly believe him to be criticizing the way they do their jobs.

From granting agencies he receives snide reviews and smug rebuffs. Computer security? Ethics in the computer field? These are unworthy of study, they break no new ground. Why are computers different from adding machines, or quill pens, for that matter? How do computer people differ from anyone else?

I would counter the first question analogically: a horse and an automobile are both means of transportation so why

should one have a societal impact different from the other? Well, for one thing, it is exceedingly difficult to make love on a horse.

And computer people are different than other people. Some of these differences, albeit in caricature, are close to the root of our present-day problems.

A quarter century ago, a professor and his graduate student typically designed and built their computer. One person was user, programmer and operator. If he wanted to spend his time programming it to play tic-tac-toe or NIM, it was no one else's business.

Early computers were frequently tucked away in engineering labs. Days were consumed by a never-ending exchange of vacuum tubes to keep the great beast

working. The small hours of the morning were best for serious problem-solving. Nor were the names of items of hardware and procedures to be found in any dictionary. Computer-scientists had to make up names as they went along.

So computer scientists early became a visible minority. They dressed funny. They worked weird hours. They even talked funny.

More to the point, the computer scientist lives in a world bounded by the physical laws that underlie the hardware he uses and the operating system or sequence of instructions that bind these items of hardware into a coherent whole. The most spectacular advances in computer science have been made by workers who were able to make their

machines do things the designers never imagined.

The computer scientist does not live by breaking the rules, but he is most productive when he is trying to see just how far they will bend.

But today things have changed. The academic computer is no longer a toy put together out of war-surplus 6SN7 vacuum tubes; it is a multimillion-dollar investment made by the taxpayers of a province in what they believe to be their future.

The computer science student, or teacher for that matter, is not a solitary experimenter in an out-of-the-way laboratory, but one of the thousands who must share an expensive and limited resource.

The computer itself is no longer merely a scientific curiosity but a nerve centre of the high-technology information network that forms the essential infrastructure of modern society.

And yet, a few students of computer science and a small minority of instructors have apparently misread the history of their discipline and consequently adopt the stance of poseurs. But puffing thoughtfully on a pipe and wearing hurraches does not make one an Eckert or a Mauchly (co-inventors of UNIVAC) and neither does exploiting a momentary lapse of security to destroy another person's file make one a Backus (a principle developer of FORTRAN) or a Hopper (a principle developer of COBOL).

In searching for a philosophical paradigm suitable for the computer age, I was unable to find an eleventh commandment that said: Thou shalt not diddle in thy neighbour's data. However, Michael Bayles, professor of philosophy at the University of Western Ontario and Director of the Westminster Institute for Ethics and Human Values, has posited six cardinal values for a democratic society: (1) Freedom of choice. (2) Equality of opportunity. (3) Privacy. (4) Nonmaleficence. (5) Governance by law. (6) Social welfare.

According to Bayles, an action is good if it tends to further one of these values and bad if it curtails one.

The two most prevalent acts of computer abuse are:

(1) Misuse of the computer resources — playing games, typing essays at terminals, printing banner pages and a whole litany of similar extravaganzas.

(2) Computer cheating — plagiarizing programs, switching grades, stealing examination forms from an instructor's file, to mention only a few of the possibilities.

Tested only against the criterion of non-maleficence, most acts of computer abuse cannot be deemed harmful. And the perpetrators are quick to seize upon this as a defence: "My actions didn't hurt



Prof. Carroll is with the Computer Science Department at the University of Western Ontario.

anybody", they protest, "so why all the fuss?"

On the other hand, misuse of computer resources does indeed curtail the equality of opportunity and ultimately the freedom of choice for literally thousands of other users. These actions threaten governance by law. If administrators are unable to cope with noncompliance with liberal rules of resource use, they may assume a defensive posture that evokes arbitrary *ad hoc* edicts.

Misuse of computer resources goes against social welfare, too, in that those resources are not used for the broad educational and research purposes for which they were intended.

When computer abuse results in non-consensual disclosure of information concerning named individuals, their privacy is compromised.

Computer cheating debases the currency of honestly earned degrees and thus curtails the freedom of choice and equality of opportunity of graduates who hold them. Moreover, the university is deceived into certifying incompetent students thereby foisting them upon an unsuspecting public.

Therefore, if we agree with our philosophical axioms, we are led to conclude that both misuse of computer resources and computer cheating are *male per se*.

The curbing of computer abuse requires the attention of all levels of the academic community. The following 10-point program enumerates some, but not all, of the things that ought to be done:

- The university should provide separate computer centers for administration and instruction/research. Prof. J. Ivan Williams (now at the University of Toronto) and I recommended this in our study of the privacy of student records in Canadian Universities (Records — a Threat to Privacy, *Forum*, Aug., 1970). Moreover, each center should exercise sufficient discretion in hiring to avoid obvious conflict-of-interest situations. Happily, many leading universities have already done this.

- Laboratory and research experiments that entail assembly language programming, modifications of computer operating systems, and especially the penetration of security safeguards should only be carried out on dedicated machines containing dummy files. We cannot continue to accept as an excuse for computer abuse, the statement that: "I was just testing the security of the system."

- Computer users should be responsible for safeguarding sensitive files the penetration of which could have a negative impact on the privacy of others. For example, the physician who stored the personally identifiable gynecological histories of 125 local women in plain language on a university computer dedicated to instruction and research demonstrated, a wanton and

A brief lexicon of computer crimes

- **Data diddling** — simply entering a system and changing what is there into what you want to be there.
- **Trojan horsing** — giving covert instruction to the machines so you get unauthorized information.
- **The solmi technique** — shaving a little amount — one bank employee only a penny — off a series of accounts and depositing it in your own.
- **The trap door** — taking the "debugging codes" which are left in the software to correct errors and using them to circumvent the system.
- **The logic bomb** — making some dire consequence follow a certain act. One paranoid executive had set all the personal data in his company to disappear if he was ever fired.
- **Asynchronous attack** — manipulating the machine's instructions so it does tasks in an order that you decide.
- **Data leaking** — this is a simple one. You take all the information out of the machine and run.
- **Piggybacking** — you use somebody else's identification code to get into the system and do your dirty work.
- **Wiretapping** — instead of listening to telephone conversations, you are eavesdropping on data transfers.
- **Simulation and modelling** — this involves taking the computer and using it to figure out how to do things, or fraud the system, or anything else.
- **Scavenging** — this is for magpies rather than programmers. The crime involves picking up any scraps of printouts or any other information you find around a computer room and making off with them.

callous disregard for the basic rights of others. The computer scientist who aided and abetted him was no better.

- Each computer user must ultimately be held responsible for preserving the security of his or her password, or other access credential. It is itself a form of computer cheating to allege that some unknown person "clobbered" my account when the loss in question resulted from a programming gaffe that richly deserved a failing grade.

- Computer science instructors will have to use ingenuity to design objective tests so that their opinion of the progress of their students need not be based so heavily upon whether a program written for homework executes correctly or not.

- Each university should publish guidelines and rules for proper computer use including academic sanctions for contravening the rules. Every applicant for permission to use the computer should sign an agreement indicating that he or she has read and understood the rules and guidelines. In the Alberta case, one accused person was absolved of guilt because the university had at no time told him that permission to use the university computer expired at the end of the term.

- An overall computer usage policy can best spring from a meeting of minds of computer users — students, teachers, computer centre officials and members of university senates.

Merely to threaten users with criminal prosecution for computer misuse, as one university does, is a futile gesture. When the Alberta Court of Appeals, and later the Supreme Court of Canada struck down the conviction of one person implicated in the U. of A. case, it left the Canadian criminal justice system in chaos *viz-a-viz* computer crime. Today, about all a perpetrator can be successfully prosecuted for is uttering a cheque forged by a computer. Even that may be subject to legal challenge.

- In every academic computer center one person of managerial status should be designated as responsible for safeguarding the security of the center and its information assets. This need not be that person's only responsibility.

- Every academic computer center should enunciate a consistent policy regarding the privacy of user files. This policy should provide for notifying the user of intervention of computer center personnel in the running of programs, or of their entry into user files. Notification could be given automatically.

- The computer center officer responsible for security should take all reasonable and cost-effective measures available to him to protect the assets of the center and the programs and data of users, and to ensure the delivery of reliable and confidential service to the user community. It is not uncommon for directors of academic com-

puter centers to overlook such rudimentary measures as implementing a password system already provided for in the computer's operating system. Sometimes they don't even lock the back door to the computer room. Several books exist to help select appropriate safeguards.¹

- The academic computer council, or its local counterpart, should strike a permanent subcommittee on computer security and data privacy. The subcommittee should consist of elected members to represent the more important user communities, and appointed members to provide continuity of service and technical expertise. The subcommittee should have among its terms of reference, the responsibility for periodically reviewing the defensive posture for all academic computer facilities, and for dealing with threats to privacy and contravention of rules when, or if, these situations arise.

In addition, I am persuaded that the societal import of high technology information systems is sufficiently great to make the subject of professional ethics in the computer-science/data-processing industry worthy of research and teaching in its own right.

A continuing program of opinion sampling integrated with development of both technological safeguards and ethical guidelines is needed to provide the intellectual underpinning for the teaching of computer ethics. This should consist of three non-exclusive approaches:

The pervasive teaching of professional ethics within the existing computer science curriculum; at least one-half course devoted to addressing specific ethical problems; and an outreach program of adult-education to serve employed professionals on and off campus.² The last program could consist of workshops, seminars, or both.

The recent case in which four 13-year-old schoolboys in New York succeeded in improperly penetrating at least two Canadian business computers eloquently testifies to the fact that the university is at least the minimal level at which an effort should be made to sensitize future computer professionals to ethical issues.

If the universities do not start working on the problem, then by default, they can expect to be accused of being part of the problem.

Notes.

1. "Computer Security and Protection Structures", Bruce J. Walker and Ian F. Blake, Dowden Hutchinson & Ross Inc., 1977.

"Security, Accuracy and Privacy in Computer Systems", James Martin, Prentice-Hall, 1973.

"Modern Methods for Computer Security", Lance J. Hoffman, Prentice-Hall, 1977.

"Computer Security", John M. Carroll, Butterworths, 1977.

2. Computer Security: Its Place in a Curriculum, Interface, J.M. Carroll, Fall 1979.

CANADIAN UNIVERSITIES 1980 AND BEYOND

Enrolment, Structural Change and Finance
Peter M. Leslie

The author provides a detailed analysis of financing alternatives for Canadian universities, the probable impact of each on excellence in teaching and research, and the appropriate roles of the federal and provincial governments. He describes how the problems of no-growth or shrinkage will call for changes in financing techniques if difficult but necessary decisions relating to staffing, program redundancy and over-capacity are to be made. The conclusions of the report are contained in 3 resolutions addressed to the universities; 16 policy options for provincial governments; and 11 recommendations to the Government of Canada.

The 446-page report is available from the Publications Office, Association of Universities and Colleges of Canada, 151 Slater Street, Ottawa, Canada K1P 5N1. \$15 prepaid (U.S. orders, \$17.50 Can.; orders from other countries \$19 Can.)

Les Universités canadiennes d'aujourd'hui et de demain

Inscriptions, transformations
structurelles et finances
Peter M. Leslie

L'auteur présente une analyse détaillée des modes de financement des universités canadiennes, des répercussions probables de chacun sur l'excellence dans l'enseignement et la recherche et du rôle approprié des gouvernements fédéral et provinciaux. Il décrit comment les problèmes de non-croissance ou de décroissance exigeront des changements dans les techniques de financement lorsqu'il s'agit de prendre des décisions difficiles mais nécessaires concernant la dotation en personnel, la redondance des programmes et la surcapacité. Les conclusions du rapport se trouvent dans 3 résolutions adressées aux universités, 16 choix de politiques à l'intention des gouvernements provinciaux et 11 recommandations au gouvernement du Canada.

On peut se procurer le rapport de 491 pages en s'adressant à la Division des publications de l'Association de Universités et Collèges du Canada, 151, rue Slater, Ottawa, Canada K1P 5N1. Il se vend \$15 et est payable d'avance. (Commandes en provenance des E.U., \$17.50 (devises canadiennes); commandes en provenance d'autres pays, \$19 (devises canadiennes).)

Solid state challenges the solid state

Transborder data flow in the Global Village raises new questions of sovereignty

by Charles M. Dalfen

Information has assumed an increasingly important role in the public consciousness and the GNP of modern societies and an increasingly high value has come to be placed upon it. As this value increases, so does concern about the manner in which information is gathered, conveyed, processed and used, particularly as the techniques for performing these functions increase in complexity and sophistication.

Policies and laws already exist in different countries to protect persons against invasions of their privacy, particularly by electronic means, and against both the misuse of information and the use of misinformation about them.

But information flows do not stop at international borders, nor do the problems they raise.

The problems go beyond simply protecting the privacy and related interests of citizens. In the international sphere, states themselves have become the "persons" whose interests are at stake and whose vital data are vulnerable. "Macro" data protection concerns are added to "micro" data concerns.

There is now concern with the gathering of information about a country's crops or mineral deposits by remote sensing aircraft or satellites. There is concern when vital data bases or computer services necessary for the effective functioning of government or business are physically or technically under the control of foreign authorities, subject to political decisions, technical breakdowns, labour unrest or other vagaries. There are concerns about undue dependence on foreign sources of control, about cultural erosion, about national security and about sovereignty being compromised.

There is, the equally significant realization of the economic impact within a society of transborder information flows.

The export of data for processing abroad can mean an adverse impact on a nation's balance of payments. It can mean the relinquishing of high technology jobs, of the hardware and software manufacturing and services of a domestic information industry.

The best way to fall behind

Data export for processing abroad can be regarded in an information age in the way the export of raw materials for manufacturing abroad was regarded in an industrial age as the best way to fall behind. It is a mark of underdevelopment. A country wishing to keep up in an information economy must see the necessity of processing more of its data at home and having its own "computronic" infrastructure.

This is not perceived simply as a matter of the economic interests of one state versus those of another. It is also seen as part of the ongoing tension in many countries between the state and the multinational corporation, perceived by some as operating in its own interests and, often, contrary to the interests of the jurisdictions in which it operates. It is worth noting that multinational corporations are likely to account for 20 per cent of world GNP by 1985.

In light of these factors, the forces in many countries promoting national laws restricting transborder data flows are not

hard to understand. Legislation has now been enacted and policies adopted in many countries providing for a variety of data flow restrictions. These include requirements that the export of certain data be reported or authorized, data bank registration or licensing provisions and restrictions of various kinds on the export of different types of data.

But all such policies do not address data flows directly. Telecommunications pricing policies have been adopted in certain jurisdictions that discourage the use of foreign computers for processing. There is also an increasing number of governments

tending to favour domestic over foreign data processing and these policies have been endorsed at a variety of international conferences.

In the short term there will probably be more such restrictive laws and policies despite the possible negative effects on the economic efficiency of certain domestic enterprises, the complexities and difficulties of enforcement, the existence of a variety of alternative methods of transferring data and eloquent pleas and blandishments from a variety of quarters against them.

It may be that as more states build up their own informatic infrastructures and

achieve greater control over their data, their confidence will grow and their fears diminish. That is why it is so important that they be encouraged and assisted in their national efforts. Perhaps then the balance of opinion will shift in favour of freer data flows.

That point is not likely to be reached unless appropriate guiding principles are developed at the international level to govern transborder data flows in order to allay, at least in part, the concerns of governments and to take into account their hopes and aspirations. Now is the time to proceed without delay to the elaboration of such principles.

At the international level, the issue is sometimes seen as the principle of "free flow" vs. that of restriction. At other times it is depicted as a struggle between "international" and "national" interests.

These characterizations polarize the issues inaccurately. For one thing there has never been any such thing as a "free flow" of information. Customs laws and telecommunications regulations, for example, have been with us for centuries. And there are as yet no disembodied "international" interests independent of the interests of the sovereign states who make up the international community. There are only national interests (and perhaps corporate interests) expressed in international terms.

Free flow must be regulated

The debate can more correctly be perceived as one in which a balance has to be struck between national interests in facilitating transborder information flows with equally legitimate national interests in their degree of regulation. This is a balance that countries have been trying to achieve in telecommunications since 1865.

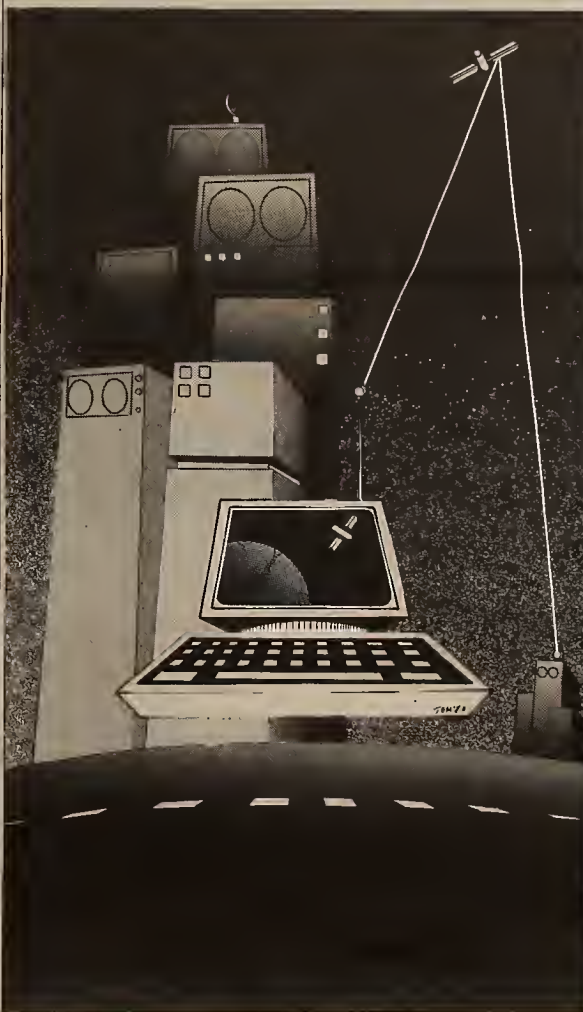
In the now familiar phrase of the Director-General of the Swedish Data Inspection Board, paraphrasing John Locke: "the free international flow of data must be regulated in order to remain free."

There are a number of important questions that must be resolved at the international level before appropriate regulations can be drawn up. If one focuses upon the concern with access to and protection of computerized data transferred electronically across national frontiers, the questions are whether all such data should be covered and whether different categories of data require different treatment.

Many attempts have been made to categorize data. Some are based on the entity to whom the data relates, for example the individual, associations, the state. The three-fold breakdown into personal, business and government data is similar. Other typologies are based on functional categories of data such as scientific and technical, socio-economic, cultural, etc. Whatever the basis, different international regulatory provisions are sometimes proposed for the different categories.

One major problem with these approaches is that the distinctions are not easy to maintain. Personal medical data in insurance files, for example, are at one and the same time "personal", they are "business", in that they are necessary for the insurance business, and they can be considered as "governmental", in that they may well be necessary for public health and hospital administration.

Information about a country's mineral deposits is not only "business",



Tom McDonald

Charles Dalfen is an Ottawa lawyer and communications specialist, former Vice-Chairman of the CRTC and university teacher.

"governmental" and "personal" (to the extent certain mine-owners may be concerned) but can also be classified as economic, scientific, resource-related, and so forth.

It may not prove to be fruitful at the international level to devise different rules and practices on the basis of data categories that may overlap or otherwise break down upon analysis. The focus should perhaps be on objectives, in response to specific concerns.

Flow or other operations

Another question is whether the data flow itself ought to be regulated or only the processing, storage, access, or other operations in the jurisdiction other than that in which the data originated. The former course would seem to suffer at a minimum from the disadvantage of having to extend regulation from information handling to telecommunications, a matter long the subject of regulation under the International Telecommunications Convention. If the real issue is access to, and protection of, data in a foreign jurisdiction this, and not the flow to the foreign jurisdiction, would appear to be the more appropriate focal point.

For many countries another important question is that of gaining access to the widest possible range of scientific, technical, meteorological and other information for purposes of national development and international negotiation. Whether or not this can be legislated is questionable. But the importance of the issue to developing countries, and to their attitudes towards the benefits of transborder data flow, is such that the issue must be addressed.

For the content of any regulations to be considered at the international level, a number of approaches are possible. They could be substantive, setting forth direct obligations on governments, possibly enforceable by some international authority.

They might be procedural, aimed at resolving jurisdictional issues by determining the domestic laws applicable to different situations. They could be both.

In regard to data access and protection, it is not likely that states will be prepared to accept many direct obligations fettering their discretion. It is more likely that a combination of the two approaches should be explored, involving certain minimum standards (both of protection and enforcement) that states would undertake to enact, together with jurisdictional provisions regarding legal recourse.

Such minimum standards should include the provision of access to foreign-stored data by persons (natural or legal) with an interest in them. They should include technical standards and rules to prevent unauthorized access or use by either the government or other persons in the country where the data is stored.

They should also include the principle that the same technical standards, the same substantive laws, and the same rules of recourse to local courts or appropriate administrative authorities, which apply to the protection of domestic data, would also apply to data from abroad on a non-discriminatory basis.

Economic concerns

While minimum standards of data protection may not address the economic reasons why countries are reluctant to export data for processing abroad, they can serve to address concerns about vulnerability and exposure. As the number of countries accepting such standards increases, the fears about exporting data beyond the area where national laws are in force will tend to diminish. A freer and more balanced transnational data flow can then ensue to the general benefit of the international community.

Economic concerns may require a different approach, not as a substitute but as a complement to international data protection rules.

This should be based on international cooperation and participation in actual data networks, involving clearcut roles for organizations in the different countries involved. The participatory approach has been advocated and has had some success in the area of satellite remote sensing.

No doubt arrangements along these lines will be undertaken by corporations on their own initiative (and indeed in some cases already have). In the field of automobile manufacturing, European and Japanese automakers have been establishing factories in the U.S. in the 70's and now in the 80's, just as American companies did in Europe in the 50's and 60's.

Computer pacts

But governments might also consider establishing "computer pacts" by international agreement similar to the Auto Pact concluded in the mid 60's between the Canadian and U.S. governments. Whether this should involve software as well as hardware-related functions can perhaps be argued at the appropriate time.

The basic point is that the information sector, in view of its tremendous growth and importance, appears to lend itself to this kind of economic and political treatment.

Whatever the problems and complexities, it is clear that the potential benefits of enhanced transborder data flows for all countries justify a painstaking effort to work towards international principles and cooperative arrangements of mutual benefit that will find significant acceptance in the international community.



UNIVERSITÉ
DE SHERBROOKE

ÉCOLE DE MUSIQUE

Professeurs

En septembre 1984, l'Université de Sherbrooke offrira pour la première fois des programmes d'études conduisant au grade de bachelier en musique. L'École de musique sollicite des candidatures à des postes de professeurs réguliers et de chargés de cours dans les domaines suivants:

- Écriture et composition
- Histoire et littérature (musicologie)
- Interprétation (tous les instruments et le chant)
- Musique scolaire ("éducation musicale")

Exigences

En interprétation:

- posséder au moins la maîtrise ou l'équivalent;
- avoir acquis une expérience de l'enseignement au niveau universitaire;
- avoir acquis une expérience professionnelle appréciable en tant que soliste et chambriste et, le cas échéant, en tant que membre d'un orchestre professionnel.

Dans les autres domaines:

- posséder le Ph.D. ou l'équivalent (dans certains cas, la maîtrise ou l'équivalent, avec une expérience professionnelle considérable, pourrait être considérée);
- avoir acquis une expérience de l'enseignement au niveau universitaire (et, dans le cas de la musique scolaire, aux niveaux primaire et secondaire);
- avoir un dossier actif dans le domaine de la recherche (ou de la créativité) et de la publication.

Rang et traitement

Selon les normes de la convention collective en vigueur à l'Université de Sherbrooke.

Faire parvenir un curriculum vitae et les noms de trois personnes susceptibles de fournir des recommandations, avant le 20 décembre 1983 à:

M. Brian J. Elard, directeur
École de musique
Université de Sherbrooke
Sherbrooke (Québec) J1K 2R1

Téléphone (819) 565-4692

CAUT GROUP INSURANCE PLANS

Membership in Canadian Association of University Teachers entitles you to apply for the low cost plans of:

1. **LIFE INSURANCE** up to \$200,000
2. **PERSONAL ACCIDENT INSURANCE** \$50,000 or \$100,000
3. **FAMILY LIFE INSURANCE** — For spouses and children of members

For complete details, brochures, applications, premium costs etc.,
Mail coupon or write to.

Pour obtenir des détails complets, brochures, formule d'adhésion, tableaux des primes, etc.,
Postez ce coupon ou écrivez à

KANATIA

C.A.U.T. Insurance Trust
P.O. Box 3528, Stn. "C"
OTTAWA, Canada
K1Y 4G1

Administrateur de
L'assurance de l'A.C.P.U.
C.P. 3528, Station "C"
OTTAWA, Canada
K1Y 4G1

RÉGIMES D'ASSURANCE COLLECTIVE POUR L'A.C.P.U.

En votre qualité de membre de l'Association canadienne des professeurs d'université, vous pouvez souscrire aux régimes à prix modique suivants:

1. **ASSURANCE-VIE** jusqu'à \$200,000
2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT** \$50,000 ou \$100,000
3. **ASSURANCE-VIE POUR LA FAMILLE** sur la vie du conjoint et des enfants des membres

Please send me information outlining the
CAUT Life and Accident Insurance
Plans

Veuillez, s'il vous plaît, me faire parvenir les
renseignements complets sur les régimes
d'assurance vie et d'assurance-accident de
l'A.C.P.U.

Name/Nom _____

Address/Adresse _____

City/Ville _____ Province _____

Postal Code/Code Postal _____

AMNESTY INTERNATIONAL

by William Bryant

In the November Bulletin of A.I. the cases of three prisoners of conscience are featured: Vaclav Benda, of Czechoslovakia; José Guillermo Castro Ramos, of El Salvador; and Pongo Malenda (ex-Patrice), of Zaïre. Each of these persons are adopted prisoners of conscience of A.I.

The circumstances of their arrests may vary, but their cases have been researched carefully for accuracy and they fall within the mandate of Amnesty International. This means that they have been arrested or detained by their government either for their beliefs, colour, ethnic origin, language or religion, or they face torture or execution. To qualify for Amnesty's help, they also must not have used or advocated violence.

The example of Vaclav Benda of Czechoslovakia makes this mandate clearer and his case may be of interest to the university community.

Benda is a 34-year old mathematician and Roman Catholic philosopher who is a signatory of the Czechoslovak human rights movement Charter 77 and a member of its offshoot, the Committee for the Defence of the Unjustly Persecuted (VONS). He is married with five children and was arrested in May 1979 with 5 other VONS members. They were charged with producing materials about persons whom they considered to be unjustly persecuted and sending this material abroad. All six were convicted on Oct. 22, 1979 and Benda was sentenced to four years' imprisonment. He is presently confined in Hermanice prison, near Ostrava.

The charges and the sentence contradict Article 19 of the *Universal Declaration of Human Rights* which states that "Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers". Amnesty has taken up the case for this reason.

What is Amnesty International trying to do in these cases? First, it is not trying to overthrow any government. In fact, the organization is independent of any political ideology or religious creed. Second, Amnesty attempts to publicize such cases as widely as possible. Governments are very sensitive to public opinion especially if it's international in scope. Third, and most important, Amnesty is trying to preserve freedoms outlined in such documents as the *Universal Declaration*. In order to do so it depends on the help of individuals from all walks of life around the world.

What can people do?

People can think about the issues and become more informed about situations facing individuals such as Vaclav Benda. Amnesty International publishes specific cases in its monthly Bulletin and also produces much background information on human rights violations in countries all around the world. Day by day it is gaining an international reputation for accuracy and concern and the media, quote from Amnesty sources and rely on its integrity to give substance to such reports.

People can write letters, politely and courteously worded, to heads of governments expressing their concerns directly. Amnesty International publishes guides that are helpful in such letter-writing. Even if a government does not reply directly to such letters, this form of communication is essential, for it encourages dialogue and lets a government know that others are aware of such people as Vaclav Benda. Even a half hour or an hour a month spent writing only one letter is useful, but Amnesty invites people to write consistently using many letters in order to help such people.

People can contact A.I. groups in their own communities or help form groups to become more actively involved in the work. This option is particularly relevant to university communities, which are not ivory towers — but can be — to become actively involved in very practical, consistent expressions of concern.

Sometimes lack of knowledge about the existence of such groups is used as an excuse for lack of involvement, but at present A.I. has groups or members in such university communities as UBC, Edmonton, Calgary, Winnipeg, Toronto, McMaster, Concordia, Mt. Allison, Dalhousie, and many community colleges across Canada.

Often busy-ness is used as an excuse, but meanwhile, in the midst of the excuses, how is Vaclav Benda faring. His case is not an isolated one, and he is representative of many other prisoners of conscience in the world. In fact, any of us could share his fate if circumstances were different. He does not need inaction from the outside world especially when alternatives to action exist.

"Every noble deed dieth", said Pindar, "if suppressed in silence". If that be the case, then Vaclav Benda is not only suffering because of a violation of his human rights — he is also suffering because of us.

For further information, contact:

Amnesty International
2101 Algonquin Ave.
P.O. Box 6033, Stn. J
OTTAWA, Ont.
K2A 1T1

Director of B. Ed. Programme University of Winnipeg

The University of Winnipeg invites applications for the Director of the Bachelor of Education Programme. The B. Ed. Programme is an integral part of the Faculty of Arts and Science at the University and is a cooperative venture with the University of Manitoba's Faculty of Education.

The Director will be responsible for the development and administration of the programme. Additional duties will include teaching some Education courses and the counselling and advising of approximately 400 full-time and 200 part-time students.

Qualifications: Ideally the successful candidate will have a strong academic background, administrative experience and teacher certification.

Salary: Commensurate with qualifications and experience.

President

The Canadian Association of University Teachers solicits suggestions for nominations for the position of President.

The nominee must be a member of the CAUT and must be nominated by another member of the Association. He or she must have extensive Faculty Association experience.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term — one year. Applications must be sent no later than March 1, 1981.

Correspondence should be addressed to Roland Penner, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.

Président

L'Association Canadienne des Professeurs d'Université sollicite des suggestions de candidature de la part de ses membres pour combler des postes de président.

Le candidat doit être un membre de l'ACPU et son nom doit être suggéré par un autre membre de l'ACPU. Lui ou elle doit avoir l'expérience requise dans les affaires d'Association des professeurs. Les candidatures doivent être soumises avec un curriculum vitae et un engagement écrit de la part du candidat de servir à ce poste durant un an et devraient être communiquées au plus tard le 1er mars, 1981.

La correspondance doit être adressée à Roland Penner, Président Comité des élections et des propositions, CAUT, 75 rue Albert, pièce 1001, Ottawa, Ont. K1P 5E7.



Vice-Presidents

The Canadian Association of University Teachers solicits suggestions for nominations for two Vice-Presidents of the Association. The nominee must be a member of the CAUT and must have extensive Faculty Association experience.

1st Vice-President: to act as chairman of the Administration Committee of the CAUT and to have a general responsibility in the area of administering the CAUT including the application of the staff collective agreements.

2nd Vice-President: to handle relations with member associations and represent the CAUT with affiliated organizations.

Nominations must be accompanied by a curriculum vitae and written agreement of the candidate to serve. Duration of term one year. Applications must be sent no later than March 1, 1981. Correspondence should be addressed to Roland Penner, Chairman, Elections and Resolutions Committee, CAUT, 75 Albert St., Suite 1001, Ottawa, Ontario K1P 5E7.

Vice-présidents

L'Association canadienne des professeurs d'université sollicite des candidatures pour deux postes de vice-président de l'Association.

Les candidats doivent être membres de l'ACPU et être proposés par un autre membre de l'ACPU. Les candidats doivent avoir une vaste expérience des affaires d'une association de professeurs.

1er vice-président: faire fonction de président du Comité d'administration de l'ACPU et avoir des responsabilités générales en ce qui concerne l'administration de l'ACPU, y compris l'application des conventions collectives du personnel.

2e vice-président: s'occuper des relations avec les associations membres et représenter l'ACPU après des organisations affiliées.

Les candidatures doivent être accompagnées du curriculum vitae du candidat et de son consentement par écrit à exercer sa charge. Durée du mandat: un an. Les candidatures doivent être envoyées pour au plus tard le 1er mars 1981.

Il faudrait adresser toute la correspondance à Roland Penner, président, Comité des élections et résolutions, ACPU, 75 rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

My career in law: a sociologist's confessions

by John C. Goyder

"When a sociologist needs legal advice he calls up another sociologist," I told my wife a lunchtime.

I have decided to join the smart new trend to selling one's house without using a lawyer. A colleague has recently bought a house and will know the ropes. She immediately refers me to a "Cope-Kit" on title conveyancing, produced by a popular women's magazine. I have already armed myself with the Self Counsel Press' *Ontario Real Estate Guide* and two law textbooks. The new piece will balance out my library nicely.

My role sounds simple, and I review the procedure. On request from the purchaser's lawyer, a "draft deed", "statement of adjustments", and a copy of the survey to the property have to be provided. All this is nicely under control. The information in the Cope-Kit looks familiar and I do not seem to have forgotten anything.

The only other business is a "letter of requisitions" — spouting the jargon is becoming second nature — to be supplied by the purchaser's lawyer. The requisitions assure the customer clear title to my property. My wife (or "Vera Vendor" as I begin to call her after my third reading of the Self Counsel *Guide*) will, as owner, have to sign various "undertakings" and "declarations".

The deal will then be officially complete, and I can return to the complex social problems pressing daily upon a sociologist's attention. My study on poetic imagery in the writings of Talcott Parsons' is already falling seriously behind schedule.

Vera harbours reservations about the home-made legal arrangements. "What if you make a mistake and we end up being sued?" she keeps asking.

The wench is an English literature graduate with but two sociology credits. I play little head. The self-counsel scheme has a nice monopoly-busting sound which can only enhance my left-wing credentials around the Department.

A ringing telephone cuts short my musings. It is my opposite number's real estate secretary. I have dealt with her already, with unhappy results.

A week earlier she contacted me, "Who is your lawyer on the sale of your house?" she asked.

"I am acting for myself", I proudly replied. Twice I had to repeat myself. "ACTING FOR MYSELF", I shouted into the mouthpiece.

Silence on the other end, then, "And which firm is he with?" By the time the confusion was sorted out, all my chances of courting a friend in the enemy camp had disappeared.

Today, it is strictly business. Mr. Slait requires my presence at his office shortly before 9:00 tomorrow to inform me of errors in the draft deed and in the statement of adjustments. Some esoteric point about mortgages is also mentioned. It all seems a bit picaresque.

Only an outright slave to minutiae would get everything right the first time, I reassure myself. I'm not one of those social scientists who give the discipline a bad name through an endless compiling of useless facts. It's the big picture that counts for me. Besides, part of the game in handling your own case, the booklets say, is getting free help from the opposite lawyer.

To be safe, though, I man the research department of my amateur law office in

preparation for the showdown with Mr. Slait.

It is a vile July day driving down to Slait's office, served up as only Southern Ontario knows how. Hot, humid, the sun is remorseless even at 9 in the morning. Vera Vendor is with me. I am hoping she will have a softening effect on Slait.

His office is Dickensian, complete with an elevator he must rent from a museum. I'm not feeling encouraged.

We reach their suite. It is 9:05, we are prompt. At any moment the action will begin, and my mouth is becoming distinctly dry. But the minutes on the waiting room clock slip by. We are about to receive the treatment, the softening up.

"Mr. Slait will be arriving momentarily", the receptionist encouraged us as we

tion. Slait holds the upper hand. By forcing us to wait he has nicely asserted his authority. Supreme on his home ground, he sits in a revolving padded chair behind a big desk.

I'm not unprepared, however. Along with my legal homework, I read up on role theory in an introductory sociology text this morning.

Slait senses his advantage and presses for a quick knockout. "May I ask why you are not using a lawyer, you are causing me a lot of trouble, you know."

It seems inelegant to admit that I'd like to keep the lawyer's fee for myself, and too early in the morning to launch into a full philosophical discourse on monopoly labour markets.

"I just wanted to try it myself," I tell

Slait fumbles to regain the initiative. I must discharge the mortgage on my house before the deal can be completed, he announces. This is a flimsy technicality. In the chicken and egg world of real estate law, clear title cannot be guaranteed to the purchaser until the owner's mortgage is paid off. Yet, it is the proceeds of the sale that makes the mortgage discharge possible.

Now is the time for my newly-acquired legal insider's dope. "There are standard ways around these problems," I lecture. "You can ask me for an understanding to discharge the mortgage after the closing and I will guarantee this by supplying a 'direction' regarding payment."

The direction is with me, neatly typed. Copied faithfully from sample form seven of my trusty Self Counsel *Guide*, the document tells Slait to send a cheque for the remaining mortgage directly to CMHC.

"I won't accept your undertaking," Slait smiles slyly. "The undertakings are guaranteed by the Law Society and you are not a member."

The villain has found a real obstacle not mentioned in the do-it-yourself kits. My only resource is to get a bank loan for sufficient time to pay the mortgage and secure an official discharge statement before closing.

"I will see what I can do, but it will be on your head if closing day has to be postponed," I warn Slait, "the loan may take some time to arrange."

"In that case my client will be obliged to sue for his costs in the delay," the voice behind the big desk threatens.

I am pretty sure he is bluffing, but a lonely feeling comes over me all the same.

Leaving Slait's office, I offer my hand and shake his firmly. The gesture is calculated to annoy. Brother lawyers, friends for all the hard negotiations.

"See you on closing day," I part cheerfully. Slait looks unhappy. He had not reckoned on the resourcefulness of a trained sociological mind.

Slait is certainly going out of his way to make things awkward, but if the bank cooperates the battle can still be won. The bank, it turns out, is intrigued by my adventure and a loan is quickly arranged.

The final step is to contact the mortgage company and ask for the discharge form.

As I telephone the CMHC office, I ponder the sociological lessons. Every society has controlling elites, but the coordination between sectors of each power group is not total. The banking system has rescued me from the lawyer's monopoly on real estate conveyancing, but it could easily have closed ranks with Slait, arguing that if he refused my undertaking why shouldn't they?

As a case study in the exercise of monopoly power my adventure is taking on larger proportions. I'm an office bound scholar, trained to rely upon libraries and computers. This is the closest thing to fieldwork I've done.

"Canada Mortgage and Housing, may I help you?" I recount my tale, a little breathlessly, for I'm excited about foiling Slait. "I will transfer you, sir."

Annihilation is swift. "A Discharge of Mortgage will take at least two weeks, sir, it will have to go through our legal department in Ottawa." The mills of bureaucracy grind exceedingly slow.

I've no stomach left for risking Slait's lawsuit. It is time to surrender, and I open the yellow pages at the lawyer's listings. I should feel disappointed, but the feeling of relief as our lawyer agrees to take on my case is unmistakable, so pronounced that I feel slightly ashamed of myself.



Tom McDonald sat down.

Forty minutes later we are getting restless. For one thing, the parking meter is about to run overdue. Nine-forty-five, Mr. Slait arrives, nods, disappears mysteriously into his office. My wife departs with a quarter for the meter.

It is time to assert myself. I walk over to the receptionist's desk. "I have to go to work. If Mr. Slait can't see us now he can telephone later in the week for another appointment."

The play works. Mr. Slait glides to the doorway of his private sanctum. "Won't you come in?" Slait is a daunting figure, fortyish, tall, balding, serious. A novelist's caricature of the profession.

If I were not so nervous I could enjoy the Goffmanesque sociology of the confronta-

him.

Slait does not relent. The law is complicated; I am causing him extra work through my mistakes; he wouldn't ask to do my job, why should I try his; in 12 years of practice he has encountered only one other case like mine, somebody who eventually had to accept defeat and hire a lawyer. Slait doesn't want to go through such a case again.

"I am trying to act responsibly," I counter. I have responded to his requests, I have come to the interview, I will try to make the amendments he requires. "Let's get down to business," I suggest. It seems a good line, calculated to represent me as the professional, him as the trouble maker; reversing the roles, as the sociology text would say.

Prof. Goyder is with the Department of Sociology at the University of Waterloo.

"Can I come to the closing?", I ask. Vera sighs in the background and I quickly add, "I'll behave myself."

I really am curious to see what happens and I also hope that Slati will be vexed to see me again.

The play proves anti-climactic. Law firms send anybody with time to spare to closings and both firms are represented by new faces. And small wonder; the ceremony is simple and uncomplicated, just as the do-it-yourself kits advise.

There is some haggling over signatures. I have not signed my middle initial.

"I think I'd better have an undertaking that this is a true signature", Slati's man Bill tells our man Ned.

"Nonsense", Ned replies. Bill concedes. They are the best of friends, all lawyers seem to be, and they both know that Bill has been showing off.

What do I get out of the ceremony? Nothing very tangible; the cheque isn't even made out to Vera, it will go through our lawyer's trust fund before reaching us.

I've picked up some field notes on the legal profession, though. Something to talk about if I ever have to teach a course on occupations.

But now I must get over to the bookstore. I'm feeling a bit shaky over my contract with the university, what with all these cut-backs. I hear the Self Counsel Press have a new book out on acting as your own lawyer in dismissal appeals.

Call for Papers

Mount Saint Vincent University's Department of Education is sponsoring a national interdisciplinary conference on the future of children (0-12 years of age) in Canada, entitled

The Canadian Child in the Eighties



The conference will be held March 18 - 20, 1981.

Social and health science scholars and researchers interested in presenting papers that project future effects of recent developments in their areas of study are invited to submit proposals (500 - 1,000 words) or final papers to

Dr. E. J. Mulewski / Dr. W. J. Hunter
Conference Co-ordinators
The Canadian Child in the Eighties
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6

The deadline for submission of papers is January 15, 1981.

Selected papers will be given special consideration for inclusion in an edited notebook planned for publication on the conference proceedings.



Université Laval PROFESSEUR

Département d'exploitation et utilisation des bois
Faculté de foresterie et de géodésie

Description du poste

Professeur en séchage et préservation des bois dont les principales responsabilités seront:

- l'enseignement des cours de séchage et préservation des bois aux étudiants du premier cycle et leur encadrement;
- la participation à d'autres cours relevant du domaine plus général des sciences du bois;
- le développement et la dispense de cours gradués en séchage et préservation des bois pour les étudiants des 2e et 3e cycles;
- la conduite de recherches en séchage et préservation des bois;
- la direction de thèse d'étudiants gradués aux 2e et 3e cycles;
- la participation à des comités départementaux, facultaires, universitaires.

Critères de sélection

Le (la) candidat (e) doit:

- posséder un diplôme de baccalauréat en Sciences et Génie;
- posséder d'une université reconnue un diplôme de doctorat en Sciences et Technologie des bois ou dans une discipline équivalente;
- posséder des connaissances particulières en séchage et préservation des bois;
- pouvoir conduire des expériences de recherche et s'intégrer à une équipe de chercheurs;
- avoir une expérience de l'enseignement universitaire;
- savoir transmettre ses connaissances en français.

Traitement:

Selon la convention collective

Mode de candidature:

La date limite de candidature à ce poste est le 15 janvier 1981. Toute personne intéressée devra faire parvenir son curriculum vitae à:

M. Jean Tomlinson, directeur
Dép. d'exploitation et utilisation des bois (Local 3106)
Faculté de foresterie et de géodésie
Université Laval
Québec G1K 7P4

The Board of Governors

of

The University of Saskatchewan

invites nominations and applications for the position of

Vice-President (Administration)

The appointment, which will be effective July 1, 1981, is for an initial term renewable by mutual agreement.

The Vice-President (Administration) is responsible to the President for the general administration of the University for such areas as industrial and labour relations, negotiations, personnel, fringe benefits, policy matters re purchasing and ancillary enterprises, and such other powers and duties as are assigned to him by the President or the Board. Salary and other benefits are negotiable.

The University of Saskatchewan is a publicly funded institution established in 1907. Full-time student enrolment in the 1979-80 academic term was about 10,000. The University offers a full range of curricula both academic and professional.

Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Letter of nomination should include biographical details of the nominee. Applications and nominations should be submitted to be received by the Secretary not later than December 31, 1980 at the following address:

Mr. N. K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

University of Saskatchewan Dean of Home Economics

Applications and nominations are invited for the position of Dean of Home Economics with the appointment to be effective July 1, 1981. The initial term is normally for five years and may be renewed by mutual agreement.

The College of Home Economics currently has a complement of 12 full-time faculty including the Dean. The curriculum has been revised recently into two main divisions, namely, (1) Family and Consumer Studies, and (2) Foods and Nutrition. Enrolment in the four year baccalaureate program for 1980-81 is about 180 full-time students. The University has approximately 10,000 full-time students registered in 14 colleges and three schools.

Applicants must have appropriate academic and professional qualifications and the necessary leadership and management skills to direct the development of these programs within the College, and of related programs with other colleges and departments within the University.

Nominations and applications with complete resumes will be accepted until December 31, 1980 and should be submitted to the Secretary at the following address:

Mr. N. K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITES CANADIENNES

University/ Université	Association/Union/ Association/Syndicat	Affiliation	Certification date Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation	Status of collective agreement/ Etat de la convention collective*
Acadia	Acadia University Faculty Association	Canadian Association of University Teachers (CAUT)	July, 1976	183	One-year agreement expires June 30, 1981
Algoma	Algoma University College Faculty Association	CAUT	March, 1976	25	Two-year agreement that expires June 30, 1982 awaiting ratification
Bishop's	Association of Professors of Bishop's University	Fédération des associations de professeurs des universités du Québec (FAPUQ) / Association canadienne des professeurs d'université (ACPU)	March, 1976	70	Three-year agreement that expires June 30, 1982 awaiting ratification
Brandon	Brandon University Faculty Association	CAUT	January, 1978	168	Two-year agreement that expires March 31, 1982 provides for a re-opener clause on salaries and fringe benefits for 1981/82
Cape Breton	College of Cape Breton Faculty Association	CAUT	Voluntary Recognition October, 1975	67	Currently negotiating third agreement. Letter of Understanding on salaries for 1980/81 has been signed
Carleton	Carleton University Academic Staff Association	CAUT	June, 1975	532	Two-year extension of agreement expires April 30, 1982
Dalhousie	Dalhousie Faculty Association	CAUT	December, 1978	671	Currently negotiating second agreement.
Ecole Polytechnique	Association des Professeurs de l'Ecole Polytechnique	FAPUQ/ACPU	février 1971	188	En train de négocier la cinquième convention
Institut Armand Frappier	Association des Professeurs de l'Institut Armand Frappier	FAPUQ/ACPU	février 1979	27	Une convention de deux ans se termine le 30 novembre 1982
Institut National de la Recherche Scientifique	Syndicat du Personnel de l'INRS	Centrale de l'Enseignement du Québec (CEQ)	mai 1973	53	Une convention de trois ans et demie se termine le 30 novembre 1982
Lakehead	Lakehead University Faculty Association	CAUT	September, 1979	249	Currently negotiating first agreement
Laurentian	Laurentian University Faculty Association	CAUT	July, 1979	238	Two-year agreement that expires June 30, 1982 awaiting ratification
Laval	Syndicat des Professeurs de l'Université Laval	FAPUQ/ACPU	janvier 1975	1166	Une convention de trois ans se termine 31 mai 1981
Manitoba	University of Manitoba Faculty Association	CAUT	November, 1974	1089	One-year agreement expires March 31, 1981
Moncton	Association des Bibliothécaires et Professeurs de l'Université Moncton	ACPU	octobre 1976	260	En train de négocier la troisième convention
Montreal	Syndicat Général des Professeurs de l'Université de Montréal	FAPUQ/ACPU	juillet 1975	1200	En train de négocier la deuxième convention
New Brunswick	Association of the University of New Brunswick Teachers	CAUT	March, 1979	617	Two-year agreement expires June 30, 1981
Notre Dame ¹	Faculty Association of Notre Dame University of Nelson	CAUT	March, 1973	—	Fourth agreement expired June 30, 1977
Ontario Institute for Studies in Education	OISE Faculty Association	CAUT	Voluntary Recognition July 1977	143	Agreement expires June 30, 1981
Ottawa	Association of Professors of the University of Ottawa	CAUT	January, 1977	876	Three-year agreement expires April 30, 1981. Re-opener negotiations on salaries and fringe benefits for 1980/81 have been completed
Quebec	Syndicat des Professeurs de l'Université du Québec à Chicoutimi	Centrale de l'Enseignement du Québec (CEQ)	mai 1971	170	Une convention de trois ans et demie se termine le 30 novembre 1982
	Syndicat des Professeurs ³ de l'Université du Québec à Hull	Aucune	juillet 1980	68	En train de négocier la première convention
	Syndicat des Professeurs de l'Université du Québec (Montréal)	Confédération des Syndicats Nationaux (CSN)	septembre 1971	600	Une convention de trois ans et demie se termine le 31 décembre 1982
	Syndicat des Professeurs de l'Université du Québec à Rimouski	CSN	février 1973	150	Une convention de trois ans et demie se termine le 31 décembre 1982
	Syndicat des Professeurs de l'Université du Québec à Trois-Rivières	Aucune	septembre 1971	325	Une convention de trois ans se termine en 1982
	Syndicat des Enseignants de l'Université du Québec dans l'Ouest	CEQ	novembre 1972	43	Une convention de trois ans et demie se termine le 30 novembre 1982
Regina	University of Regina Faculty Association	CAUT	May, 1977	477	One-year agreement that expires June 30, 1981 awaiting ratification

University/ Université	Association/Union/ Association/Syndicat	Affiliation	Certification date Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation*	Status of collective agreement/ Etat de la convention collective**
Ryerson	Ryerson Faculty Association	None	Voluntary Recognition 1964	650	Currently arbitrating unresolved items for thirteenth agreement
Saint Boniface	l'Association des Professeurs Universitaires du Collège Saint Boniface	ACPU	Reconnaissance volontaire avril 1977	34	Une convention de deux ans se termine le 31 mars 1982
Saint Mary's	Saint Mary's University Faculty Union	CAUT	April, 1974	133	Two-year agreement expires August 31, 1981 SMUFU negotiates on behalf of a separate unit of Professional Librarians. This agreement expires August 31, 1981
St. Thomas	Faculty Association of the University of St. Thomas	CAUT	October, 1976	58	Two-year agreement that expires June 30, 1982 provides for re-opener clauses on salaries, promotion, renewal and tenure for 1981/82
St. Thomas More College	St. Thomas More College Faculty Union	CAUT	May, 1978	30	One-year agreement that expires June 30, 1981 awaiting ratification
Saskatchewan	University of Saskatchewan Faculty Association	CAUT	January, 1977	974	One-year agreement expires June 30, 1981
Sherbrooke	Syndicat des Professeurs de l'Université de Sherbrooke	FAPUQ/ACPU	février 1974	333	Une convention de deux ans se termine le 31 mai 1981
	Association des Ingénieurs de l'Université de Sherbrooke	FAPUQ/ACPU	novembre 1970	55	Une convention de trois ans se termine le 31 mai 1982
Technical University of Nova Scotia	Technical University of Nova Scotia Faculty Association	CAUT	January, 1980	70	Currently negotiating first agreement
Trent	Association of Teaching Staff of Trent University	CAUT	June, 1980	183	Currently negotiating first agreement
Windsor	University of Windsor Faculty Association	CAUT	April, 1976	514	Three-year agreement that expires June 30, 1982 provides for re-opener clause on salaries for 1981/82
York	York University Faculty Association	CAUT	October, 1977	848	Two-year agreement expires April 1, 1981

*These figures are approximate/Ces chiffres sont approximatifs

**Information compiled as at October 24, 1980/Information en date du 24 octobre 1980

1. UMFA originally negotiated for a unit which excluded all professional employees. Separate associations acquired bargaining rights on behalf of Dietitians, Physiotherapists and Occupational Therapists, Social Workers and Agronomists. In February 1980, the UMFA certificate was amended to include these groups and all other professional employees excluding doctors and dentists.
2. University closed by Provincial government May 31, 1977. FANDU would have successor rights in any reconstitution of the University.
3. Faisait auparavant partie du Syndicat des Enseignants de l'Université du Québec dans l'Ouest.

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES REGIMES SPECIAUX DANS LES UNIVERSITES CANADIENNES

University/ Université	Association	Affiliation	Number in bargaining unit/ Nombre dans l'unité de Négociation*	Special Plan Arrangement
Alberta	Association of Academic Staff of the University of Alberta	CAUT	1851	Comprehensive agreement on terms and conditions of employment; annual monetary negotiations culminating in interest arbitration (Final Offer Selection)
Athabasca	The Athabasca University Staff Association and The Athabasca University Faculty Association	CAUT	33	Comprehensive agreement on terms and conditions of employment; annual monetary negotiations culminating in interest arbitration (Final Offer Selection)
British Columbia	The University of British Columbia Faculty Association	CAUT	1895	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "conditions of Appointments".
Calgary	The University of Calgary Faculty Association	CAUT	980	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to an "Agreement to Bargain Collectively"; the Faculty Handbook governing terms and conditions is not part of the Special Plan Bargaining arrangement.
Lethbridge	University of Lethbridge Faculty Association	CAUT	176	Negotiations on terms and conditions, with provision for interest arbitration on annual monetary negotiations.
Prince Edward Island	The University of Prince Edward Island Faculty Association	CAUT	117	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.
Simon Fraser	Simon Fraser University Faculty Association	CAUT	486	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
Toronto	University of Toronto Faculty Association	CAUT	2255	Memorandum of Agreement expires 1980; addresses many terms and conditions, either expressly, or by reference to prevailing practice; annual monetary negotiations culminating in mediation.

*These figures are approximate/Ces chiffres sont approximatifs

BOOKS . LIVRES

William Irvine. *The Life of a Peirce Radical*. Anthony Mardiros, Toronto: James Lorimer & Company, 1979.

The years immediately following World War One in Canada constituted a period of intense social unrest. Class, ethnic and regional conflict was channeled into effective movements of political dissent.

It was a time of reflection for a number of Canadian oracles. Salem Bland, Stephen Leacock, and W.C. Good were among those publishing their alternatives for post-war reconstruction. William Lyon Mackenzie King's *Industry and Humanity* (1918) clearly regarded labour unrest as the pre-eminent problem on Canada's political agenda.

Among the contributors to the post-war dialogue was *The Farmers in Politics* (1920), a self-proclaimed "book of the hour" authored by a thirty-five-year-old Alberta socialist, William Irvine. Clergyman, journalist and seasoned political organizer, Irvine assumed that it was the farmers who required a premier place on the political agenda. Together with wage earners, the farmers would transform the obsolete political order along the lines of group government, storm the bastions of concentrated wealth and power, and establish a producers' commonwealth based upon cooperative principles.

As Mackenzie King was to discover in the 1920s, to his chagrin, Irvine was essentially correct. The farmers continued to raise hell, and required far more of King's Prime Ministerial attention than did labour.

Despite the fact that Irvine was a key national figure in third-party politics for fifty years, a founder of the CCF, long-time Member of Parliament, and a significant participant in Canada's political discourse, he has received insufficient attention from historians. Kenneth McNaught's classic biography of J.S. Woodsworth has given the CCF chief the limelight; other strains of thought within the CCF remain less explored. Not until 1976 was *The Farmers in Politics* made available through republication.

Irvine, who died in 1962, is now the subject of a biography by Anthony Mardiros, professor emeritus of philosophy at the University of Alberta and a friend and political ally of Irvine. William Irvine suc-

Raise wheat and raise Hell

by Gene Howard Homel

ceeds, despite some limitations, in achieving its aim of rectifying the neglect of the man and his political activities.

When Irvine arrived in Winnipeg from Scotland in 1907 to study for the ministry, he was already a convinced socialist. His contacts with Salem Bland and J.S. Woodsworth, and his experiences among western workmen, led him through the progressive social gospel to a secularized humanism. For Mardiros, Irvine's radicalism did not originate in the theology of the social gospel; rather, the gospel was a metaphor for his socialist humanism. After he was fired from one pastorate for his unorthodox beliefs and activities, he assumed the pastorate of Calgary's Unitarian Church in 1916.

Once in Alberta, Irvine founded the *Nutcracker*, a lively journal of social criticism, and he cast himself into the vanguard of independent labour and farm politics. In 1917, he helped to organize the Non-Partisan League, a radical farmers' movement, in his province, and through the League he catalyzed the United Farmers of Alberta to undertake independent political action. Nineteen twenty-one was a banner year for Irvine and his radical colleagues: the UFA swept to power in Alberta; the Progressive Party won 65 seats in the Dominion election, and Irvine himself was sent to the Commons from Calgary as a labour representative. He continued to serve in the House for a total of 17 years between 1921 and 1949, sitting for three different ridings as a Labour, UFA, and CCF candidate.

The decline of the Progressive Party convinced Irvine that his group government scheme would not advance the cooperative commonwealth. A pragmatic politician concerned with charting the most effective route to political power for workers and farmers, he joined with a number of other MPs from Alberta and elsewhere to form the Ginger Group in the Commons. Plans

for a new national party were hatched in Irvine's office in 1932, and he was an important figure in the foundation and construction of the CCF.

His efforts to place Alberta solidly in the CCF column were defeated, because of the reluctance and the weakness of the UFA government and the meteoric rise of Aherhart's Social Credit forces. Here was a bitter irony, for during the 1920s and much of the 1930s Irvine had campaigned enthusiastically for Major Douglas' theories of credit reform. Parting company with analysts such as C.B. Macpherson, who saw social credit as part of the petit-bourgeois mentality, Mardiros explains that Irvine saw social credit as part of an over-all plan of socialist reconstruction.

While out of Parliament, Irvine devoted his considerable journalistic and organizing skills to the service of the CCF, particularly in Alberta, barren ground for his party. As one of the few post-Great War radicals to continue his activities into the 1940s and 1950s, the CCF's increasingly focused concentration on Parliament did not satisfy his radical orientation.

In the 1950s, with celebrated tours of the Soviet Union and the People's Republic of China, and with his hostility to the Winnipeg Declaration and the political jockeying behind the creation of the NDP, he became known as a party maverick, warning that "in a mixed economy the bank accounts of the wealthy will not be mixed with the bank accounts of the wage earners."

Irvine's radical ideas defy pigeon-holding. Not an ideologist, he was rather a popular politician who, while upholding socialist principles, sought to advance his constituent's interests. As a man with a strong presence in both the working-class and farming communities, he developed ideas that would appeal to both.

Mardiros is on thin ice when he suggests that Irvine was essentially a Marxist. Irvine

was an eclectic thinker. While not a Marxist, he shared with Marx the perception of society as being composed of warring classes. However, he was inclined to focus on what he thought were the conflicts of a handful of interest groups. He derived from Spencer, the Fabians, and the British Labourites the sense that out of economic competition there developed increasingly higher, more complex, forms of cooperation, from which would evolve the highest stage of cooperation, social ownership.

Irvine was a thorough-going democrat, a quality illustrated in his call for credit reform. The skepticism he shared with his followers about state control was clearly absent from other strains within the CCF, notably, the supporters of the League for Social Reconstruction.

Rejecting centralized institutions, he placed his faith in socialism through cooperative grass-roots forms. Credit, he once argued, should be partially controlled by local interest groups and "operated by the community" and not by a "less efficient and possibly bureaucratic state organization." Irvine challenged the Left's attraction to rationalized state planning by posing the vision of an economy based on occupational and community authority.

There has been a tendency on the part of some social scientists and historians to reduce the farmers' political presence to inherent attributes of the petit-bourgeoisie: because farmers are petit-bourgeois, therefore their politics are inevitably reformist, individualist, and passive. Such a description of Irvine and the CCF is wrong-headed. It ignores the fundamental challenge to the priorities of the capitalist system posed by Irvine and large sectors of the farmers' movement and the CCF, and more important, it ignores the strength and persistence of important popular and democratic radical currents in Canada.

Unfortunately, while Mardiros rightly rejects the interpretation of Macpherson, Teple, and Naylor, who reduce the Irvine UFAers and CCFers to anti-democratic petit-bourgeois reformism, he tends to follow the same formalistic method of comparing Irvine to a Marxist ideal-type. In both cases the method is reductionist. Thus neither adequately appreciates the Irvine tradition of socialism.

The question to be confronted, to paraphrase E.P. Thompson's treatment of the British romantic revolutionary William Morris, is not how to fit Irvine in a Marxist mould, but how to conceptualize a Canadian Marxism that would value socialists such as Irvine, who drew upon the radical and democratic elements in Canada's political culture.

Prof. Homel is with the Department of History at Simon Fraser University.

The Art of Collective Bargaining, John Sanderson, O.C., Toronto: Richard De Boo Ltd.

Collective bargaining when defined as the actual process of negotiating a collective agreement, is regarded as an art, not a science. Perhaps for that reason, there are few published works on the subject, and they are often too general or anecdotal to assist the novice practitioner very much. This book, written by an experienced negotiator and lawyer, fills the need for a brief introductory text on the subject.

The contents of the book fall into two parts — the negotiation process and the contents of collective bargaining. The author begins with a legal overview of

Prof. Thompson is with the Faculty of Commerce and Business Administration at the University of British Columbia.

Useful book for novice bargainers

by Mark Thompson

bargaining, i.e. how relationships are established, and what the law requires or forbids. He then discusses the stages of bargaining: preparations, direct negotiations, and mediation/conciliation. The remainder of the book is devoted to a discussion of the substantive issues of bargaining, such as wages, fringe benefits, seniority, hours of work, etc.

After an explanation of the significance to the parties of each topic, there is a

representative clause to illustrate its treatment in a collective agreement. The conclusion is a quite conventional survey of some problems of collective bargaining.

In general, the book suits both employer and union representatives. Although the author represents management, he strives for objectivity and usually succeeds. He does not discuss the legal aspects of bargaining in detail, but when the law is mentioned, Ontario is cited. For this

reason, readers in other jurisdictions should not rely on a literal reading of statements on legal matters.

In the chapter on conciliation, for example, the author asserts that all jurisdictions require the completion of conciliation before a strike may be called legally, but there is considerable variation among provinces in statutory provisions for conciliation. The British Columbia Minister of Labour is not required to appoint a mediation officer, so the parties may initiate a stoppage without any neutral involvement in a dispute.

A chapter on public sector bargaining is supplemented by frequent references to the public sector. Again, there is a concentration on Ontario, plus a degree of confusion between problems arising in the public sector and those in so-called essential services, which may be in the private, parapublic or public sectors.

For a newcomer to collective bargaining, this is a useful book, especially when facing

Hunting the Snark or something like it

by Lorraine B. Eden

Salary Equity, Detecting Sex Bias in Salaries among College and University Professors edited by Thomas R. Pezzullo and Barbara E. Brittingham, University of Rhode Island (Lexington Books, D.C. Heath and Company, Lexington, Massachusetts, 1979).

The stated purpose of *Salary Equity* is "to explore in depth one particular method (of analyzing salary equity), highlighting both its strengths and weaknesses, and to identify potential pitfalls..." (ix).

The book is divided into three parts; the first presents general information on the method studied (multiple regression analysis, referred to here as MRA); the second outlines five case studies; and the third concludes with two dissenting views.

Four of the eleven chapters were written by University of Rhode Island professors as part of a study of 1977 faculty salaries at URI. The remaining papers were invited from colleagues working on salary equity analyses at other U.S. universities and colleges.

Each chapter has a brief introduction written by the editors and a short bibliography. Chapter I serves as an introduction; there is no concluding summary.

The authors of the various chapters of the book remind me of the hunters in Lewis Carroll's "The Hunting of the Snark" (or "salary equity", or, as the U.S. government defines it, "equal pay for equal work"):

They sought it with thimbles, they sought it with care;
They pursued it with forks and hope;
They threatened its life with a railway — share;
They charmed it with smiles and soap.

As each hunter has a different perception of the Snark so do the authors' definitions of salary equity vary from intuitive to technical. For example, Pezzullo and Brittingham quote the following definition, "fair salary treatment means paying professors according to their contributions" (6).

Moore in Ch. 2 defines fairness as "a nonsignificant increase in R^2 due to the addition of the sex variable after accounting for all the other relevant variables" (14).

Prof. Eden is with the Dept. of Economics at Mount Saint Vincent University.

the negotiation of a first collective agreement. But anyone who has participated actively in the bargaining or the administration of a collective agreement will find little new material in it. Moreover, the assumed level of sophistication of other, experienced, negotiators is not high. The author provides little guidance on research to prepare for bargaining, for example.

There is no discussion of the political aspects of collective bargaining, e.g. the formulation of demands, securing of a mandate by negotiators, communications between a bargaining team and its principals, etc. These are among the most difficult tasks for negotiators, especially in the public or parapublic sectors.

Hunter in Ch. 7 remarks that salary equity can be interpreted to mean "that salary differences between academic field should be approximately the same as at similar universities across the country that employ faculty in the same field" (81).

And finally, Birnbaum in Ch. 10 states that "Equity exists in a community if, for all members of the community, salary is a perfect monotone function of merit" (138). With definitions as different as these, it is no surprise that the authors' attempts to "find the Snark" vary substantially and are ultimately unsuccessful.

The chapters vary not only by content but also by level of difficulty, from the magazine level of the Morse article (Ch. 2) to the technical econometric analysis by Ramsay in Chapter 4.

Ch. 1 by Pezzullo and Brittingham is a basic introduction to MRA and to the history of the "equal pay for equal work" legislation in the U.S. The authors assert that this legislation can only be implemented for faculty if equal work is interpreted as equal merit. They review an earlier study and conclude that the role of unobservable variables is important in the salary process, so that MRA alone is insufficient in detecting salary inequities.

The second chapter by Morse is a simple comparison of MRA with sample means — useful for the uninitiated but too elementary for the intended readership ("post secondary institutions, advocacy groups, attorneys, economists, or equity agents" (ix)).

In Ch. 3 Tuckman analyzes data from a 1972-73 American Council on Education survey of U.S. faculty salaries. She predicts salary by rank and for all ranks using a large number of predictors, and concludes substantial rewards exist for publishing and administration compared to teaching.

The equations show wide variations in salaries by discipline which Tuckman attributes to lack of movement between disciplines because faculty skills are so specialized. She recommends that government interference in faculty salary structures be kept to a minimum so that "faculty are rewarded, not just for performing their jobs, but for engaging in productive activities" (34).

The last chapter in Part I by Ramsay is, in my opinion, probably the most useful chapter in the book for faculty who want to use MRA to investigate salary inequities at their own institution. It is, however, not possible reading for the nonmathematical. He carefully spells out four pitfalls in

In the university context, the first section of the book will be most helpful. Obviously, any work environment affects the contents of collective bargaining, so a number of topics in the second section have slight relevance to academic negotiators. Thus, representative clauses will not be of much assistance. CAUT model clauses will be more helpful to establish bargaining goals, supplemented by analyses of other faculty agreements.

Although novices should rely on experienced negotiators for advice on the political problems they will confront in attempting to achieve final agreement, the relatively short time spent reading this book should be worthwhile.

MRA that he blames on "ad hoc modelling or crude empiricism" (38); multicollinearity, problems with proxy variables, specification error, and simultaneous equation bias, all of which can lead to biased results and incorrect conclusions.

It is a relatively easy matter for the reader to examine each of the case studies in the book for Ramsay's pitfalls. Not surprisingly, all of them suffer from at least one of these defects. Even the study at URI in which Ramsay participated (see Ch. 9) uses rank to predict salary which he claims may cause simultaneous equation bias. (In comparing my own study of faculty salaries at MSVU, I find I can be accused of specification error because no variables for productivity (eg. number of books or articles) were included. (See the *CAUT Bulletin*, December, 1979, 35-6). Unfortunately, Ramsay tests his model on a selection of Tuckman's data rather than on the URI data (which would allow a comparison with Chapter 9).

Both models find significant sex discrimination in determining salaries, but the Ramsay method also demonstrates discrimination in the promotion process.

Part II contains five case studies at different U.S. universities and colleges. The quality of the papers is uneven, ranging from the Hunter paper that suffers from several of Ramsay's pitfalls (and finds no evidence of sex discrimination), to the detailed URI study which estimates measures of productivity, predicts salaries using a fairly complicated MRA, and concludes with several policy recommendations.

Ch. 6 by Muffo, Braskamp, and Langston is an overview of the MRA process and probably the most useful policy chapter.

Part III contains two dissenting views, the first claiming MRA is an appropriate but incorrectly used technique, the second claiming MRA is an insufficient method to determine salary equity.

The Birnbaum premise is based on the simple point that since salary and merit are not perfectly correlated, when salary is

regressed against merit one gets a different equation than when merit is regressed against salary. Therefore, says Birnbaum, sex discrimination can only be proven if the average female earns less than the average male holding merit constant, and if the average female has greater merit than the average male holding salary constant.

This on the surface looks appealing until one realizes that salary must be the dependent variable and merit (however defined) the independent variable that determines salary. It makes no sense to say that salary determines merit.

The last paper in the book by Long summarizes conversations with faculty at URI who were randomly selected on the basis of their MRA residuals. The paper is non-technical but concludes with a thought about MRA that is worth repeating: "a statistical model that attempts to predict salary from a finite set of quantifiable variables will of necessity be restricted to variables that are relatively easy to define and identify... the use of models based on these variables appears to be limited to a gross examination of salaries..." (153).

The two chapters that most closely achieve the book's stated purpose are Ramsay's and Chapter 6 by Muffo, Braskamp and Longston. The other chapters are uneven, aimed at disparate audiences, and generally unsuccessful when measured against the goals of the book.

Some inadequacies could have and should have been overcome by the editors. A deliberate attempt to link the chapters and to pull the useful information together in a concluding chapter would have certainly been an improvement.

As it is now the reader is left on his/her own to determine how best to "hunt the Snark" at home.

The primary benefit of *Salary Equity* is probably to make the reader of subsequent salary studies view any and all results with suspicion.

The primary loss is probably to frighten away potential hunters at other institutions.



UNIVERSITY OF
WINDSOR

Applications and Nominations are Invited for the Position of

DIRECTOR
SCHOOL OF
COMPUTER SCIENCE

The School, located within the Faculty of Science and Mathematics offers both the General (3-year) and Honours (4-years) degrees of Bachelor of Computer Science. Current enrolment is more than 250 students, and is growing rapidly. Our graduates have established an excellent reputation for our program both in industry and in post-graduate study. Candidates should hold a Ph.D. or equivalent and should have an established record in teaching, research and preferably administration. Initial appointment will be for a period of five years.

Nominations, or applications accompanied by a curriculum vitae and the names of three referees, must be submitted before February 28, 1981 to: Dr. Gordon Wood, Chairman, Search Committee, Department of Chemistry, University of Windsor, Windsor, Ontario, Canada, N9B 3P4.

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

CONCORDIA UNIVERSITY. Department of Nursing Science, requires a Director/Professor for the newly reorganized Nursing Department. Commencing date — June 1, 1981 or as soon as possible. Requirements — Educational: M.Sc.N. essential; doctorate degree preferred (Ph.D., D.Sc.N. or D.Ed.). French/English bilingualism an asset. Experience: University teaching and administrative experience essential. Salary and Perquisites: Salary negotiable within present North American

scales. Concordia offers excellent fringe benefits. Candidates should apply, sending complete curriculum vitae, with the names, addresses and phone number of three referees to: Dr. Maurice Cohen, Dean, Division III, Arts and Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. *Opening Fall, 1981, subject to government approval.

UNIVERSITE D'OTTAWA. Sciences de l'activité physique. L'Université d'Ottawa sollicite des candidatures au poste de directeur de l'Ecole des sciences de l'activité physique. Cette personne devient aussi doyen associé de la Faculté des

sciences de la santé. Le directeur administre une Ecole qui se compose de 550 étudiants et de 34 professeurs. On y offre des cours au niveau sous-gradué d'une durée de quatre ans. Au niveau gradué les cours se limitent à la maîtrise. Le candidat doit être versé dans les questions d'administration académique et celles de l'enseignement. Le bilinguisme serait un atout. Le salaire est à négocier. L'élu entrera en fonction le premier juin 1981, pour une période de cinq ans. Accompagner chaque demande écrite d'un curriculum vitae et la faire parvenir, avant le 31 décembre 1980, à l'adresse suivante: Le doyen, Faculté des sciences de la santé, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITY OF OTTAWA. School of Human Kinetics. Nominations and applications are invited for the position of Director of the School of Human Kinetics, who will also be an Associate Dean of the Faculty of Health Sciences. The director exercises academic leadership in the School which currently consists of 550 students and a full-time faculty of 34. It offers a four-year undergraduate program and graduate studies to the M.Sc. level. Candidates should have experience in academic administration and a substantial record of accomplishment in teaching and scholarship. The ability to understand and speak French is desirable. Salary to be negotiated. Appointment effective June 1, 1981, for a five-year term. Written nominations or applications for the position, accompanied by a curriculum vitae, should be forwarded before December 31, 1980, to the Dean, Faculty of Health Sciences, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Dentistry. The University of British Columbia is seeking a Head for its Department of Oral Biology which has academic responsibility for teaching both undergraduate and graduate students. The prospective candidate should hold a Ph.D. in an appropriate field and have had extensive teaching and research experience. A demonstrated ability in administration would be a desirable asset. The successful candidate will receive an academic rank appropriate to his or her scholastic accomplishments. Salary is negotiable. The effective date of appointment will be arranged but will not be later than July 1, 1981. Applications (with curricula vitae), nominations or inquiries, should be sent to: The Chairman, President's Selection Committee, The University of British Columbia, Faculty of Dentistry, Office of the Dean, 2194 Health Sciences Mall, Vancouver, B.C., Canada, V6T 1W5.

ACADIA UNIVERSITY. Dean of Arts. Applications are invited for the position of Dean of the Faculty of Arts. The successful candidate will be offered a tenured position with a salary commensurate with qualifications and experience and will assume administrative responsibility for a Faculty of twelve academic departments and seventy-five full-time teaching staff. Applicants must have superior qualifications in teaching and research, administrative experience, and an awareness of academic developments in Canadian universities. A working knowledge of French is desirable. A curriculum vitae, naming three referees, should be addressed to: Dr. J.R.C. Perkin, Vice-President (Academic), Acadia University, Wolfville, Nova Scotia, B0P 1X0. The deadline for applications is December 31, 1980.

UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Department of Organizational Analysis. Chairperson. The Department has twelve full-time positions and has primarily responsibility with the Faculty for teaching and research in organizational behaviour, organization theory, personnel, and business policy areas. The Faculty currently offers programs leading to B.Com. and M.B.A. degrees, and has proposed the establishment of a doctoral program. Candidates should possess a strong academic record in both teaching and research. It is preferred that their primary interest be in the business policy area, although other

background will be considered. Rank and salary are negotiable. The University of Alberta offers an excellent package of fringe benefits. Send résumé to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alta. T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF GUELPH. Department of Consumer Studies. Chairmen. Applications and nominations are invited for the position of chairman of the Department of Consumer Studies. The Department of Consumer Studies, established in 1969, is a comprehensive interdisciplinary department with a focus on the consumption process and consumer behaviour and on the interactions in the market place among industry, government and consumers. The faculty complement of seventeen includes those with backgrounds in consumer behaviour as well as those with expertise in areas of significance to specific consumer goods and services. The department is responsible for approximately 200 undergraduate students in the Consumer Studies major within the Bachelor of Applied Science program in the College of Family and Consumer Studies. At the graduate level, a master of science degree is offered and within selected areas of study a doctoral program is available. An important responsibility of the incoming chairman will be the further development of the research and graduate programs. Candidates for the position should have a Ph.D. or equivalent in an area relevant to the broad interests of the department. Background experience in university teaching, research and related industry or government positions will be considered by the committee. The appointment will be open July 1, 1981, and is for a term of five years which is renewable. Curriculum vitae and the names of three referees should be sent to Dean J.M. Wardlaw, College of Family and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for applications is December 30, 1980. Position subject to final budgetary approval.

UNIVERSITY OF MANITOBA. Institute for Social and Economic Research. Director. The appointee will have full-time responsibility for the administration of this newly formed Institute, for the development of its research programs, and implementation of its policies. The Institute's aim is to conduct basic, evaluative and policy-oriented research, either of a disciplinary or interdisciplinary nature, in the social sciences. Applicants should have a doctorate in a social science discipline, an established research record, administrative skills, and a familiarity with agencies supporting research in Canada. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Competition is open to candidates within, as well as external to, the University of Manitoba. Closing date of applications: January 16, 1981. Effective date of appointment: April 1, 1981 or later. Salary commensurate with experience and qualifications. The Directorship is for a 3-5 year, renewable term. The successful applicant will be given a faculty appointment. Nominations and applications, including a résumé and the names of three referees should be sent to: Dr. F.G. Stambrook, Dean, Faculty of Arts, Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MCGILL UNIVERSITY. Institute of Occupational Health and Safety. Director. Applications are invited for the post of Director, Institute of Occupational Health and Safety, McGill University, Quebec. Applicants should have advanced qualifications and/or substantial experience in the field of the occupational health and/or hygiene; a commitment to advanced research; and an interest in developing academic programs in occupational health and safety. Terms of appointment, including salary, open to discussion. Applications should be sent to: Dr. G. McEachern, Vice-Principal (Research), Faculty of Graduate Studies and Research, McGill University, Dawson Hall, 853 Sherbrooke St. West, Montreal, Quebec, Canada. H3A 2T6.

CAUT Advertising policy and censure

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

VISITING PROFESSOR

Required for July 1, 1981 to June 30, 1982

FACULTY OF LAW

UNIVERSITY OF ALBERTA

Salary Negotiable

Letter of Application and Curriculum Vitae to:

Frank D. Jones, Q.C.
Dean of Law
University of Alberta
Edmonton, Alberta
T6G 2H5

The University of Alberta is an equal opportunity employer.

Director of Rehabilitation Engineering Unit Health Sciences Centre University of Manitoba Winnipeg, Canada

An Orthopaedist possessing special interest in Prosthetics, Orthotics and Bio-engineering is being sought for the position of Director of a well established Prosthetic-Orthotic Research and Development Unit.

The position will allow for private orthopaedic practice and include a University appointment as Assistant Professor in the Section of Orthopaedics, Department of Surgery, University of Manitoba.

The successful applicant must have expertise in teaching, research, patient care and administration. He will be expected to participate in the basic and applied research currently ongoing and will be responsible for the supervision and direction of an engineering and technical staff. A salary, as Head of this unit, is available which can be supplemented with private practice.

This position is open to both men and women. Canadian citizens, landed immigrants, and others eligible for employment in Canada at the time of application are especially encouraged to apply.

Applications including a complete curriculum vitae and names of three referees should be sent to:

R.M. Letts, M.D.,
Head, Section of Orthopaedics
Health Sciences Centre, Children's
685 Bannatyne Ave.,
Winnipeg, Manitoba
R3E 0W1.

<p>THE UNIVERSITY OF WESTERN ONTARIO. Chairman, Department of Statistical and Actuarial Sciences. Applications or nominations are invited for the position of Chairman of the Department of Statistical and Actuarial Sciences, Faculty of Science. The effective date of the appointment is July 1, 1981. Applications or nominations should be addressed to: Dr. J.B. Bancroft, Dean, Faculty of Science, The University of Western Ontario, London, Ontario, N6A 5B7. Applications or nominations should be submitted by January 31, 1981.</p>	<p>UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Commerce. Applications are invited for a tenure stream appointment in Accounting and/or Finance at the rank of assistant or associate professor. Candidates should hold appropriate academic and/or professional qualifications and have a demonstrated interest in research. While the primary teaching responsibility would be at the undergraduate level, some graduate participation at the St. George campus might also be arranged. This position is subject to approval by the Provost and would commence July 1, 1981. Letters of application, together with curriculum vitae and the names of three referees, should be sent by January 6th, 1981 to: Professor A. Shawinogs, Assistant Chairman, Commerce, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4.</p> <p>UNIVERSITY OF TORONTO, SCARBOROUGH COLLEGE. Commerce. Applications are invited for a contractually limited term appointment from July 1, 1981 in Accounting and/or Finance at the rank of Lecturer or Assistant Professor. Candidates should hold appropriate academic and/or professional qualifications and have a demonstrated interest in research. Letters of application, together with curriculum vitae, and the names of three referees, should be sent by January 6th, 1981 to: Professor A. Shawinogs, Assistant Chairman, Commerce, Scarborough College, University of Toronto, West Hill, Ontario, M1C 1A4.</p> <p>THE UNIVERSITY OF MANITOBA. Management. Applications are invited for an appointment at the rank of Assistant or Associate Professor to teach in the Production/Operations Management area. Ph.D. or near completion required. Preference given to candidates who have demonstrated competence in both teaching and research. Salary is open, depending upon rank and experience. Applications will be accepted until positions are filled. Salary is negotiable, but prefer July 1, 1981. Canadian citizens, permanent residents, and other eligible for employment in Canada at the time of application are especially encouraged to apply. All applications are to be sent to: Dr. Jerry L. Gray, Head, Department of Business Administration, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.</p>	<p>Rank and salary, open to negotiation, dependent on qualifications and experience. Applicants should have a strong commitment to graduate and undergraduate teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumé to Dr. J.M. Guio, Coordinator, Human Resources Management Area, Faculty of Administration, University of Ottawa, 135 Wilbrod Street, Ottawa, Ontario, K1N 9B5.</p> <p>LAURENTIAN UNIVERSITY. School of Commerce and Administration. Applications are being sought for teaching positions in: Finance (Senior Appointment), Policy and Small Business, Marketing, and Control. Rank and salary will be commensurate with experience and qualifications. A Ph.D. is desired but an MBA with a professional designation and/or relevant experience will be given serious consideration. In making an appointment, primary consideration will be given to men and women who demonstrate that they will be able to perform well in the classroom situation. Laurentian University is a bilingual institution and bilingual candidates will be given preference. At the present time the school offers courses only in English. Letters of application should be sent to: Professor David J. Hillier, Director, School of Commerce and Administration, Laurentian University, Sudbury, Ontario, P3E 2C6. Appointments may be made effective January 1 or July 1, 1981.</p>	<p>various ranks in all areas including Accounting, Finance, Management Information Systems, Marketing, Industrial Relations, Applied Economics, and Organizational Behaviour. Truly distinguished scholars in Statistics and other fields will also be considered. Qualifications required are an interest in undergraduate teaching, a strong research orientation and an ability to supervise doctoral candidates. Salary and rank will be commensurate with the applicant's qualifications and experience. The positions are open to both male and female applicants. Enquiries should include a curriculum vitae and the names of three referees and should be sent to: The Dean, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, British Columbia, V6T 1Y8.</p> <p>UNIVERSITY OF NEW BRUNSWICK. Faculty of Administration. The newly created Faculty of Administration offers a full undergraduate program, leading to the BBA, with a present enrolment of over 1000 students, and plans to mount a graduate program by 1982. Applications are invited for tenure-track and term appointments in all areas, with appointments commencing January 1 or July 1, 1981 or later. Rank candidates who have a Ph.D. and relevant experience but are prepared to consider, for term appointments, persons having an MBA or equivalent who wish to teach for a year or two prior to entering a Ph.D. program. Rank is open, salary is commensurate with qualifications and experience, and research support is excellent. Candidates should forward a curriculum vitae and the names of three referees to: Dr. Eric West, Dean, Faculty of Administration, University of New Brunswick, Box 5555, Fredericton, New Brunswick, E3B 6E5.</p>
<p>ANTHROPOLOGY</p> <p>McMASTER UNIVERSITY. Department of Anthropology. The Department of Anthropology at McMaster University seeks to appoint a person at the Assistant Professor level beginning January 1, 1981. This is a tenure track appointment. The candidate must be actively engaged in research in Canada and should hold the Ph.D. at the time of appointment. Appropriate candidates should have teaching and research interests among the following: anthropological theory, quantitative methods, research design, medical anthropology, symbolic anthropology. Candidates must be legally employable in Canada at the time of application. Inquiries, curriculum vitae and letters from referees should be directed to: David R. Counts, Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L9.</p>	<p>ARCHITECTURE</p> <p>McGILL UNIVERSITY. School of Architecture. 1. Two teaching positions in the School of Architecture. 2. Advanced degree (Research M.Arch.) and/or related teaching and experience. 3. Teaching design and construction. 4. Salary and rank commensurate with qualifications. 5. Reply to Professor D. Drummond, School of Architecture, 3480 University Street, Montreal, Quebec, H3A 2A7. The appointment date: September 1st, 1981. Closing date for applications: February 13, 1981, or when position is filled.</p>	<p>QUEEN'S UNIVERSITY. School of Business Administration and Commerce. Applications are accepted for tenure-track and/or visiting faculty positions in Accounting, Finance and Business Policy. Teaching will be at the B.Com., MBA and Ph.D. levels. Completed Ph.D. is strongly preferred. Rank and salary are open. Positions are open to both male and female applicants. Send résumé to: Dr. H.O. Helmers, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.</p> <p>WILFRID LAURIER UNIVERSITY. School of Business and Economics. Applications are accepted for teaching positions in the areas of: Accounting, Finance, Introductory Business and Marketing for the 1981-82 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: include graduate and/or undergraduate teaching. Applications will be accepted until the positions are filled, and are subject to budget approval. Send applications to: Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 2G5.</p>	<p>YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1981 subject to budget approval in the following areas: Accounting, Behavioural Science, Economics, Labor Relations, Finance, Information Systems, Management Science, Marketing, Policy and Environment, Management Policy. Rank and salary are open. Successful candidate will be expected to be active in research and to teach the M.Sc., Masters, and Undergraduate Programs. Please submit curriculum vitae and references to: W.M. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R6. Deadline for submission - when positions are filled.</p>
<p>BIOETHICS</p> <p>WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES. Research Associate in Bioethics. Tasks include developing, submitting, and administering research grant projects as principal investigator; assisting others in developing and administering research grants; coordinating public education programs; occasional part-time teaching. Candidates with training in philosophy, social science research, or clinical work preferred. Ph.D. required prior to appointment. Canadian citizenship or landed immigrant status required prior to starting work. Start 1 August 1981; 12 mo. contract with 1 mo. vacation, renewable. Salary \$18,000 and up, depending on qualifications. Academic affiliation with The University of Western Ontario possible. Position subject to budget approval. Closing date for applications is 1 February 1981. Send curriculum vitae and 3 letters of recommendation to: Dr. Michael D. Bayles, Director, Westminster Institute for Ethics and Human Values, Westminster College, London, Ontario, N6G 2M2.</p>	<p>UNIVERSITE D'OTTAWA. Comptabilité. Postes à plein temps en comptabilité disponibles le 1er juillet 1981. Les candidats espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire selon les qualifications et l'expérience. Enseignement au niveau gradué et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) sera un atout. Tous les cours sont offerts dans les deux langues officielles. Faire parvenir votre curriculum vitae à Dr. Eric P. Lande, C.A., Coordonnateur, Comptabilité, Faculté d'Administration, Université d'Ottawa, 135 rue Wilbrod, Ottawa, Ontario, K1N 9B5.</p> <p>UNIVERSITY OF OTTAWA. Accounting. Faculty positions in accounting starting July 1, 1981. Tenure-track appointments require Ph.D. degree in hand or near completion. Rank and salary, open to negotiation, depend on qualifications and experience. Applicants should have a strong commitment to graduate and undergraduate teaching and an interest in conducting research. Bilingualism (English and French) would be an asset. All courses at both the undergraduate and graduate levels are offered in English and French. Send résumés to: Dr. Eric P. Lande, C.A., Coordinator, Accounting Area, Faculty of Administration, University of Ottawa, 135 Wilbrod Street, Ottawa, Ontario, K1N 9B5.</p>	<p>UNIVERSITY OF OTTAWA. Faculty of Administration. Position starting July 1, 1981; rank open. Qualifications: strong interest in research and teaching of statistics (particularly forecasting) in the environment of a Faculty of Administration; Ph.D. or equivalent required. Skill in cooperating with faculty and students on statistical aspects of applied research in various areas of management science, business administration. Bilingualism an asset. Applications should include a curriculum vitae and the names of three referees and should be sent to: Dr. J. Sidney, Coordinator, Management Science, Faculty of Administration, University of Ottawa, Ottawa, Ontario, K1N 9B5.</p>	<p>McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Business Policy, (iii) Finance, (iv) Management Information Systems, (v) Marketing and International Business, (vi) Organizational Behaviour, (vii) Production and/or Management Science. Rank depends on qualifications and experience; preferably at the Assistant or Associate Professor level. Visiting appointment is also possible. Ph.D. or DBA degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems, Production and/or Management Science will be expected to contribute to the Ph.D. program in these areas. Applicants in Marketing will have to teach courses in International Marketing and International Management. Applicants in Organizational Behaviour with teaching proficiency in Personnel and Industrial Relations will have preference. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; July 1st, 1981 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. A.Z. Szenyovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.</p>
<p>BUSINESS ADMINISTRATION AND COMMERCE</p> <p>UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: accounting, management information systems, finance, management science, marketing, business policy, industrial relations and legal relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1st. Send résumé to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.</p>	<p>UNIVERSITE D'OTTAWA. Comportement Organisationnel. Poste à plein temps en comportement organisationnel disponible le 1er juillet, 1981. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire selon les qualifications et l'expérience. Enseignement au niveau gradué et au niveau du 1er cycle et recherche. Le bilinguisme (français et anglais) sera un atout. Tous les cours sont offerts dans les deux langues officielles. Faire parvenir votre curriculum vitae à Dr. J.M. Guio, Coordonnateur, Gestion des ressources humaines, Faculté d'Administration, Université d'Ottawa, 135 rue Wilbrod, Ottawa, Ontario, K1N 9B5.</p> <p>UNIVERSITY OF OTTAWA. Organizational Behaviour. Faculty positions in the area of Organizational Behaviour starting July 1, 1981. Tenure-track appointments require Ph.D. degree in hand or near completion.</p>	<p>UNIVERSITY OF OTTAWA. Faculty of Administration. Position starting July 1, 1981; rank open. Qualifications: strong interest in research and teaching of statistics (particularly forecasting) in the environment of a Faculty of Administration; Ph.D. or equivalent required. Skill in cooperating with faculty and students on statistical aspects of applied research in various areas of management science, business administration. Bilingualism an asset. Applications should include a curriculum vitae and the names of three referees and should be sent to: Dr. J. Sidney, Coordinator, Management Science, Faculty of Administration, University of Ottawa, Ottawa, Ontario, K1N 9B5.</p>	<p>BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for teaching positions. Candidates should have completed a Ph.D. or one of the following areas: Marketing, Management, Accounting, Organizational Behaviour. A Ph.D., a Ph.D. in progress, or the equivalent is preferred. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: J.R. Hanrahan, Director, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.</p>
<p>CAUT BULLETIN ACPU DEC. 1980</p>	<p>McGILL UNIVERSITY. Business Administration. Assistant Professor and Beginning Associate Professor in such functional specialties as Accounting, Finance, Marketing, International Business,</p>	<p>UNIVERSITY OF BRITISH COLUMBIA. Faculty of Commerce and Business Administration. Applications are invited at</p>	<p>various ranks in all areas including Accounting, Finance, Management Information Systems, Marketing, Industrial Relations, Applied Economics, and Organizational Behaviour. Truly distinguished scholars in Statistics and other fields will also be considered. Qualifications required are an interest in undergraduate teaching, a strong research orientation and an ability to supervise doctoral candidates. Salary and rank will be commensurate with the applicant's qualifications and experience. The positions are open to both male and female applicants. Enquiries should include a curriculum vitae and the names of three referees and should be sent to: The Dean, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, British Columbia, V6T 1Y8.</p>

Policy, Systems and Computers, Management Science, Organizational Behaviour, Industrial Relations. 2. Ph.D. and interest in both teaching and research. A past publication record essential for appointment at the Associate Professor level. 3. Teaching at the B.Com. and MBA levels in Day and Evening programs of the McGill Faculty of Management. 4. Salaries competitive with those paid in comparable institutions. 5. Reply to Dr. Laurent Picard, Dean, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Effective date of appointment — August 1, 1981. Closing date to receive applications — December 31, 1980.

CHEMISTRY

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral position available immediately for research in synthesis of organosulfur compounds at NSERC rates. Apply with curriculum vitae and references to: Professor G.H. Schmid, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1.

UNIVERSITY OF TORONTO. LASH MILLER CHEMICAL LABORATORIES. Department of Chemistry. Research Associate in Statistical Mechanics. A research associate position in equilibrium statistical mechanics is available at the University of Toronto. Research interests include double layer and colloid stability problems, phase transitions and critical phenomena, theory of liquids and solutions, percolation theory, polymers, and Monte Carlo methods. Write to J.P. Valleau, or S.G. Whittington, Lash Miller Laboratories, University of Toronto, Toronto, Ontario, M5S 1A1, Canada.

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in the following fields. Biorganic and bioinorganic chemistry, including enzyme catalysis, properties of biological membranes, microbe studies, biopolymers. Structural and synthetic organic chemistry, natural products, organometallic chemistry. Physical organic chemistry, including fast reactions in solutions, carbonium ion and free radical chemistry. Polymer chemistry, synthesis and photochemistry. Analytical chemistry, and applications to archaeological and environmental problems. Inorganic chemistry, synthesis, structure and reaction mechanisms. Catalysis, metal atom synthetic chemistry and catalysis. Quantum chemistry, computer simulation of synthetic pathways. Photochemistry, organic and inorganic. Surface chemistry via ellipsometry and resonance Raman studies, matrix isolation spectroscopy. Reaction dynamics and molecular energy transfer studied with chemical lasers, molecular beams, shock tubes, dye laser spectroscopy, mass spectrometry. Theoretical studies on reaction dynamics, intramolecular energy transfer, laser assisted chemistry. Picosecond laser spectroscopy and photophysics. Non-linear laser spectroscopy, coherence phenomena. NMR studies of molecular motion and structure. X-ray diffraction studies. Statistical mechanics of dense fluids, polymer chains, phase transitions, structure of liquids, chemical kinetics. Stipend for the first year will be \$11,700 minimum (depending on qualifications and experience), with the possibility of a one year renewal. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor K. Yates, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

CARLETON UNIVERSITY. Department of Chemistry. Canadian Analytical Chemist. Applicant for NSERC University Research Fellowship leading toward possible Faculty position in analytical chemistry needed. Apply D.R. Wiles, Chairman, Department of Chemistry, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

McMASTER UNIVERSITY. Institute for Materials Research, Bioinorganic Chemistry. Postdoctoral positions are open to carry our research in: (1) Di- and trinucleotide synthesis and reactions with transition metals; (2) Preparation and characterization of inorganic drugs and reaction products with amino-acids and peptides; (3) X-ray crystallography. Preference will be given to recent Ph.D.'s with experience in biochemical or organic synthesis or X-ray crystallography. Send applications to: Professor G.J.L. Lock, In-

stitute for Materials Research, McMaster University, Hamilton, Ontario, L8S 4M1, Canada.

CLASSICS

UNIVERSITY OF VICTORIA. Department of Classics. The Department of Classics invites applications for a possible vacancy at the rank of Visiting Lecturer for the period September 1, 1981 — April 30, 1982. Candidates should be prepared to teach undergraduate courses in Greek, Latin and Classical Studies. The position is contingent upon the availability of adequate funding. Applicants should send a curriculum vitae to the Chairman, Department of Classics, University of Victoria, Victoria, B.C. Canada, V8W 2Y2 by February 28, 1981 and should ask three referees to write to the Chairman on their behalf.

THE UNIVERSITY OF ALBERTA. Department of Classics. Applications are invited for two possible positions at the Sessional Lecturer level for 1981-82. These positions will depend upon proper funding. Applicants should be competent in Greek and Latin and be able to teach courses in archaeology, ancient science and/or Greek and Roman art. Salary — dependent on qualifications, but approximately \$15,000 for eight months if Ph.D. is held. The University is an equal opportunity employer. Applications to: Dr. R.C. Smith, Chairman, Department of Classics, University of Alberta, Edmonton, Alberta, T6G 2E5.

COMPUTER SCIENCE

ACADIA UNIVERSITY. School of Computer Science. A number of Faculty positions may be available (subject to budgetary approval) in the following areas: hardware, operating systems, data base and commercial data processing. A Ph.D. in Computer Science or a closely related discipline is preferred, but candidates with an M.Sc. in Computer Science and proven intention to obtain a Ph.D. will be considered. Practical experience would be an asset for the data processing positions. Duties include Computer Science and service courses, M.Sc. level teaching and supervision. Salaries according to qualifications and experience. Applications will be received until positions are filled, and should be sent to: Dr. P. Pierzykowski, Director, School of Computer Science, Acadia University, Wolfville, Nova Scotia, Canada, B0P 1X0. Applicants should provide the names, addresses and telephone numbers of at least two referees, and request that they each send a letter of reference to the above address. For further information on the positions please write to the above address, or phone: (902) 542-2201 (331).

ROYAL MILITARY COLLEGE. Department of Computer Science. 1. The Royal Military College of Canada has one tenure track position available at the Assistant Associate Professor level. The appointment will depend on qualifications and experience. 2. Candidates will hold a Ph.D. in Computer Science or a closely related discipline, and will have a publication record in one or more of the following areas: programming languages and compilers, operating systems, data base management systems, digital communications and computer networks, real time digital computer control systems, systems and software engineering. 3. Particular attention will be given to applicants who hold a baccalaureate or master's degree in Electrical Engineering and a Ph.D. in Computer Science. Eligibility for membership in the APEO and an ability to work in both official languages are definite assets. 4. Duties will include research, graduate (master's level) and undergraduate instruction, and general software support for teaching programs. 5. Address applications, including curriculum vitae, names of three referees and salary expectations to: Dr. R. Benesch, ADP Director, Royal Military College of Canada, Kingston, Ontario, K7L 2W3. 6. Appointment date open. 7. When position is filled.

SIMON FRASER UNIVERSITY. Computing Science Department. Applications are invited for academic tenure track positions at all levels in a rapidly expanding Computing Science Department. Candidates from all areas of specialization in computing will be considered; the Department has a special interest in computer design and organization, operating systems, software engineering, information systems, theoretical computing, and graphics. A Ph.D. in Computing

Science (or equivalent) is required and candidates should have enthusiasm for teaching and research. Candidates with prior experience should have a record of research and publications, graduate student supervision, and teaching. Responsibilities include teaching at undergraduate and graduate levels, research, and administration. Rank and salary are negotiable. Simon Fraser University is situated on the top of Burnaby Mountain and serves 10,000 students. Lying east of Vancouver, the site commands magnificent views of Burrard Inlet, the mountains, the Fraser River, and Vancouver Harbour. This Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The Computing Science Department, Faculty of Interdisciplinary Studies, offers BA, BSc, and MSc degrees. A PhD degree is University approved but not yet implemented although PhD candidates can be accommodated through special arrangements. Departmental facilities include an interactive graphics laboratory (Evans and Sutherland picture system) and other well equipped computer, micro-processor, and hardware laboratories. The University operates an outstanding central computing facility supporting both MTS and OS/WYLBUR operating systems. To apply, send curriculum vitae and the names of three referees to: Professor Nick Gercone, Search Committee, Computing Science, Burnaby, British Columbia, V5A 1S6. Telephone: (604) 291-4277.

UNIVERSITY OF NEW BRUNSWICK. School of Computer Science. 1. Assistant Professor (tenure track). 2. Ph.D. in Computer Science desirable; various areas of operating systems, software engineering, digital networks, systems design, etc. 3. Teaching at the undergraduate and graduate levels and collaborative research. 4. Salary commensurate with qualifications and experience. 5. Apply to: Dr. W.D. Wasson, Director, School of Computer Science, University of New Brunswick, Fredericton, New Brunswick, Canada, E3B 5A3. 6. Starting January 1 or July 1, 1981. 7. When position is filled.

UNIVERSITY OF LETHBRIDGE. Department of Mathematical Sciences. 1. Rank: One position at the Assistant Professor level. 2. Candidates must have a Ph.D. or near completion. 3. Duties: Teaching undergraduate courses and research. 4. Salary: (1980-81 schedule) Assistant Professor — \$22,004-\$30,794. 5. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematical Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: Tenure track position. Probationary appointment for one year beginning July 1, 1981. 7. Closing Date: When position is filled.

ROYAL MILITARY COLLEGE. Department of Computer Science. 1. The Royal Military College of Canada has one tenure track position available at the Lecturer or Assistant Professor level. The appointment will depend on qualifications and experience. 2. For appointment at the Assistant Professor level, Ph.D. in Computer Science or closely related discipline is required. A master's degree in computer science or a closely related field is required for appointment as a Lecturer. Students nearing thesis completion are encouraged to apply. The successful applicant will have teaching or research interests in one or more of the following areas: programming languages and compiler construction, operating systems, data base management systems, systems and software engineering, digital communications and computer networks, real time digital computer control systems. 3. Eligibility for membership in the APEO and a knowledge of both French and English are definite assets. 4. Duties will include research, graduate (master's level) and undergraduate instruction, and general software support for teaching programs. 5. Address applications, including curriculum vitae, names of three referees and salary expectations to: Dr. R. Benesch, ADP Director, Royal Military College of Canada, Kingston, Ontario K7L 2W3. 6. Appointment date open. 7. When position is filled.

UNIVERSITY OF WINDSOR. School of Computer Science. Applications are invited for a tenure track faculty position. Applicants should have a Ph.D. in Computer Science or a related field if supported by experience. Duties include undergraduate teaching and research. Salary end rank will be commensurate with experience. Applications ac-

companied by curriculum vitae and names of three referees should be submitted before January 31, 1981 to: Dr. E.W. Chanen, Interim Director, School of Computer Science, University of Windsor, Windsor, Ontario, N9B 3P4, Canada.

DALHOUSIE UNIVERSITY. Department of Mathematics, Statistics and Computing Science. Applications are invited for at least one position in Computing Science. The department is looking for people who have demonstrated research ability in some area of computing science, are effective teachers and who are also keenly interested in helping to develop the programme in Computing Science. A Ph.D. in Computing Science (or equivalent) is a requirement. Salary and rank are open depending on experience and qualifications. The appointment date is July 1st, 1981; these positions will be filled as soon as possible. Applications including curriculum vitae and names of referees should be sent to Professor A.C. Thompson, Chairman, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H8.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Computer Science. The Computer Science Department has two openings at the Assistant Professor level — one in a tenure track position and the other in a limited term appointment beginning July 1, 1981. We are looking for evidence of research potential in areas other than numerical analysis. A Ph.D. or its imminent completion is required. The Department has 16 full time faculty and access to an excellent computing environment. It currently offers B.Sc. and M.Sc. programs. If interested call or write: The Chairman, Computer Science Department, The University of Western Ontario, London, Ontario, N6A 5B9, Canada. Telephone: (519) 679-3567.

CULTURAL STUDIES

TRENT UNIVERSITY. Cultural Studies Programme. Applications are invited for a part-time, non-tenure track appointment (subject to budgetary approval) for the summer programme on campus, May-July 1981. The successful applicant will have full responsibility for teaching Cu.St. 200, Culture and Communications, a required course for Cu.St. Majors (2nd year). The course concentrates on the modes of communication to afford insight into the nature of the arts and other forms of cultural expression. Enrolment 30. Salary \$3500. Send full curriculum vitae, plus names of three referees to Professor Richard Dellamora, Chairman, Cultural Studies Programme, Trent University, Peterborough, Ontario, K9J 7B8.

DANCE

SIMON FRASER UNIVERSITY. Centre for the Arts, Dance Institute. Simon Fraser University expects to make a visiting faculty appointment in dance at the rank of assistant professor. This is a one year term appointment commencing September 1981. Primary responsibilities include teaching all levels of contemporary dance technique, composition and improvisation within an interdisciplinary line and performing arts department. Other teaching assignments may include work in related academic areas or ballet. Qualifications should include substantial professional teaching and performing experience. University degrees, additional qualifications in dance history and theory, ballet or kinology would be desirable. Letters of application should be sent to: Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, British Columbia, V5A 1S6.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Orthodontic Division. Pediatric Dentistry. A full-time faculty position will be available from July 1, 1981 in the Orthodontic Division, Department of Pediatric Dentistry, College of Dentistry. Applicants must be graduates of an approved orthodontic program with specialist certification. Academic rank and salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae and letters of reference should be sent to: Dean E.R. Ambrose, College of Den-

tistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ECONOMICS

WILFRID LAURIER UNIVERSITY. Department of Economics. Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include research interest and teaching at the undergraduate level. Position offered subject to budget approval. Applications with curriculum vitae and names of three referees should be sent to John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

TRENT UNIVERSITY. Department of Economics. Applications are invited for full time faculty positions. Doctorate or near completion required. Undergraduate teaching and research in Theory, Quantitative methods, other fields open. Salary and rank negotiable in accordance with qualifications and experience. Appointments subject to budgetary approval. Applications, curriculum vitae and names of three referees should be addressed to Professor M.J. Boyle, Acting Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

McMASTER UNIVERSITY. Department of Economics. The Department of Economics at McMaster has one or more visiting positions at the assistant or associate professor rank for the 1981-82 academic year, commencing July 1, 1981. Applicants are normally expected to have a full-time continuing appointment at another institution. Applications, including curriculum vitae, and names of references should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF ALBERTA. Department of Economics. Invites applications for spring and summer session teaching positions in 1981. Undergraduate instructors in main areas of economic analysis required. Stipend \$3,480 to \$3,890 per full course equivalent depending on rank. The University of Alberta is an equal opportunity employer. Send applications (including complete curriculum vitae and names of three referees) to: Dr. Brian L. Scarle, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by January 31, 1981.

McMASTER UNIVERSITY. Department of Economics. The Department of Economics at McMaster has one or more junior positions commencing July 1, 1981. Applications, including curriculum vitae and names of references should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

McMASTER UNIVERSITY. Department of Economics. The Department of Economics at McMaster has an associate professor position commencing July 1, 1981. Candidates are expected to have a proven record of research and be qualified to supervise theses and teach in at least one of the following fields: economic theory, monetary economics, international economics, public finance and quantitative methods. Applications, including curriculum vitae and names of references should be sent to Dr. J.A. Johnson, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

SIMON FRASER UNIVERSITY. Economics. 1. Junior tenure-track position in applied economics subject to availability of funds. 2. Ph.D. in hand or near completion. 3. Research/teaching interests in an area such as regional economics, Canadian economic policy, labour economics, or econometrics/statistics. 4. Commensurate with qualifications and experience. Preference will be given those eligible for employment in Canada at time of application. 5. Applications with curriculum vitae and names and addresses of three referees to: Kenji Okuda, Department of Economics, Simon Fraser University, Burnaby, British Columbia, V5A 1S6.

SIMON FRASER UNIVERSITY. Economics. 1. Tenure-track position at the Assistant Professor level in resource economics. Joint appointment with Natural Resources Management Program. 2. Ph.D. in hand or near completion. 3. To teach resource economics and cost benefit analysis in the Natural Resources Management Program; resource and general economics courses in the Economics Department and direct research in both departments. 4. Salary

commensurate with qualifications and experience. Preference will be given those eligible for employment in Canada at time of application. 5. Send curriculum vitae and names of three referees to: Kenji Okuda, Chairman, Department of Economics, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. 6. Starting Date: September 1, 1981 or otherwise by agreement. 7. Closing Date: December 31, 1980.

UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Assistant, Associate, or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1981) who are expected to establish themselves as good teachers and recognized scholars in their field. For the senior ranks, demonstrated achievement as internationally recognized scholars and good teachers is required. Although fields are not the predominant consideration, appointments may be made in the areas of economic theory, urban economics, regional economics, and the economics of natural resources. Outstanding candidates in any area will, however, be seriously considered. These positions are open to both men and women. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact: Professor James Melvin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Appointments effective July 1, 1981. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1981.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Instructor. Work towards Ph.D. desirable, but M.A.'s considered. Excellence in teaching required. Teaching various undergraduate courses in economics including Principles of Economics, Floor \$12,575. Contact: Professor James Melvin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, N6A 5C2, Canada. Appointment effective September 1, 1981. Position subject to budgetary approval. Closing date for receipt of applications is February 15, 1981.

UNIVERSITY OF WINNIPEG. Department of Economics. Tenure-track position in teaching at the undergraduate level. Preferred fields are Trade, History of Thought and Industrial Organization, but others will be considered. Ph.D. in hand or dissertation near completion is required. Salary and rank commensurate with qualifications and experience (the current floor for assistants is \$11,837 over twelve months). Send vitae and three letters of reference to Professor D. Jane Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E6. Applications will be received until position filled.

EDUCATION

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant/Associate Professor of French Education. Ph.D. or Ed.D. in second language pedagogy or applied linguistics or equivalent. Native fluency in French and familiarity with North American trends in language education. Teaching experience in the public school is preferable. Duties include teaching in the Faculty of Education (pre-service and in-service education) and graduate programs. French second-language program development and scholarly research and the possibility of working in emerging multicultural programs. Salary dependent on qualifications. The appointment, subject to budget authorization, would be effective September 1, 1981. Send full curriculum vitae and the names of three referees to: Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. Applications will be accepted until January 31, 1981.

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant/Associate Professor of Educational Administration. Ph.D. in Educational Administration, university teaching experience, broad range of research interests. Experience in program supervision and evaluation at provincial, school, preferably school district level is an important asset. Graduate courses in program supervision and review of educational research: methods and findings, with supervision of student theses. Salary dependent on qualifications. The appointment would be effective September 1, 1981. Send full

curriculum vitae and the names of three referees to: Dr. George Ivany, Dean of Education, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. Applications will be accepted until January 31, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Position: Rank open. Position in Early Childhood Education. Qualifications: Doctoral degree in Early Childhood Education or equivalent. Teaching experience in public school required and experience at the University level desirable. Experience with children under 6 years of age essential. Research capabilities in Early Childhood Education. Duties: To teach undergraduate and graduate courses in Early Childhood Education (Curriculum and Instruction) and in one other area. To supervise graduate students. To develop graduate courses and programs. To teach off-campus courses and supervise student teachers (preschool and primary). Salary: Dependent upon qualifications and experience. Apply to: Send full curriculum vitae and names of three referees to: Dr. L.O. Ollila, Chairman of the Department of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1800, Victoria, B.C. V8W 2Y2. Effective Date: July 1, 1981. Closing Date: January 15, 1981.

BRANDON UNIVERSITY. Faculty of Education. Position: Faculty Member in School Administration, Northern School Administrators Training. Rank: Assistant Professor of Education. Qualifications: Doctorate preferred. Minimum of Master's in Educational Administration/Curriculum. Experience as successful school administrator in native/remotetural community. Fluency in Cree or Saulteaux definite asset. Position Description: (1) Teach Educational Administration or curriculum courses for Native/Northern School Administrators trainees. Courses will include legal aspects of Educational Administration and professional principals seminar as well as others to be arranged. (2) Coordinate placement of students for administrative practicum. Supervise and assess practicum participants. Supervisory travel is required. (3) Serve as coordinator of trainees, counsel on academic and professional matters. (4) Ability to interface between university/native communities/Department of Indian and Northern Affairs and other organizations. Salary: Negotiable in accord with qualifications and experience. (\$19,500-\$28,500) Starting Date: As soon as possible. Letters of Application: Send curriculum vitae and three letters of recommendation to: Dr. Dale T. Hayes, Dean, Faculty of Education, Brandon University, Brandon, Manitoba, R7A 6A9. Second round from public or governmental educational system to position will be considered. Applicants possessing appropriate qualifications and interested in securing immediate information are invited to call collect asking for: Dr. Hayes or Dr. Lam (204) 728-9520.

ENGINEERING CHEMICAL

McMASTER UNIVERSITY. Department of Chemical Engineering. The Department has an opening for a contractually limited appointment at the Assistant Professor level. Applications are invited from young, energetic Ph.D.'s with strong research and teaching potential in any field of Chemical Engineering. Industrial experience is an asset but not necessary. Send resume, an outline of research and teaching interests and the names of three references to: Dr. D.R. Woods, Chairman, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

ENGINEERING CIVIL

UNIVERSITY OF ALBERTA. Department of Civil Engineering. Applications are invited for a faculty position in the area of Water Resources Engineering. Duties include teaching undergraduate and graduate courses in hydraulic and water resources engineering and assisting with undergraduate courses in other areas of civil engineering. The successful applicant is expected to conduct research in his or her area of specialization. A Ph.D. and engineering experience are desirable. Salary and rank are dependent upon qualifications. The position will be available and is full time and tenurable. Submit application, including curriculum vitae,

transcripts and names of three referees to: Dr. J.P. Verschuren, Chairman, Department of Civil Engineering, The University of Alberta, Edmonton, Alberta, T6G 2G7, Canada. NOTE: The Department has an active research program in a variety of topics in Water Resources Engineering. Examples are sediment transport, river engineering, lake hydraulics, pollutant mixing in rivers and lakes, climatology, hydrology, glaciology, ice and laser doppler anemometry. Two research laboratories with a combined area of 17200 sq. ft. (1600 m²) are available. There are 30 staff members in the Civil Engineering Department, 5 of whom are in the Water Resources Engineering group. At present there are 120 graduate students registered in the Department. The University is an equal opportunity employer.

UNIVERSITY OF TORONTO. Department of Civil Engineering. Assistant or Associate Professor in Structural Engineering Tenure-Stream Appointment. Ph.D., demonstrated competence in experimental structural research is an asset. Teaching and research in Structural Engineering with emphasis on experimental studies of structural behaviour and/or development of analytical techniques for computer-aided design. Salary commensurate with experience and qualifications. Detailed resume with names of three referees should be sent to G.W. Heinke, Chairman, Department of Civil Engineering, University of Toronto, Toronto, Ontario, M5S 1A4. Telephone: (416) 978-3096. Effective date of appointment: July 1, 1981 or as soon as possible thereafter. Closing Date: A faculty application deadline of January 15, 1981.

ENGINEERING ELECTRICAL

McMASTER UNIVERSITY. Department of Electrical and Computer Engineering. It is anticipated that a faculty position will be available effective July 1, 1981. Interested candidates must have a strong interest in both undergraduate and graduate teaching and an excellent research record with the ability to attract external research funding. A Ph.D. and refereed publications are essential. Preference will be given to candidates with demonstrated proficiency and research interests in either the hardware/software aspects of computer engineering or digital systems engineering. Resumes, including the names and addresses of three referees, should be addressed to Dr. P.F. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7.

McGILL UNIVERSITY. Department of Electrical Engineering. The Department of Electrical Engineering seeks applicants for a tenure-track position at the level of Assistant Professor. Candidates should have a Ph.D., and research interests in communication or computer systems. The teaching duties include participation in the organization and teaching of undergraduate laboratories in communications or computer electronics. Send resumes to Professor P.R. Bélanger, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7.

ENGINEERING MECHANICAL

UNIVERSITY OF MANITOBA. Department of Mechanical Engineering - Industrial Engineering Group. A faculty, tenure stream position at the rank of Assistant or Associate Professor is available for January 1, 1981 or by arrangement with the Industrial Engineering Group in the Department of Mechanical Engineering at the University of Manitoba. A Ph.D. or equivalent is preferred with teaching and industrial experience in manufacturing, methods engineering and product design. A knowledge of computer applications in these areas and empathy with the problems of small-scale industry are also desirable. Responsibilities are teaching undergraduate and graduate courses and to perform research in the areas described. Interaction with local industry expected. Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply. Forward application and resume to: Professor O. Hawaleshka, In-

dustrial Engineering Group, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineering. Applications are invited for a tenure-track appointment at the Assistant or Associate level in Industrial/Production Engineering. Preference will be given to candidates with a Ph.D. degree or equivalent, and industrial experience. Duties include teaching at the undergraduate and graduate level in design/manufacturing and solid mechanics and research in production or manufacturing. Applications including curriculum vitae and the names of three referees should be sent to: Professor P.G. Hill, Head, Department of Mechanical Engineering, University of British Columbia, Vancouver, British Columbia, Canada V6T 1W5. Closing date: February 1, 1981.

ENGINEERING NUCLEAR

McMASTER UNIVERSITY. Department of Engineering Physics. Faculty Positions in Nuclear Engineering. Applications are invited for two positions in nuclear engineering, one tenure stream appointment at any level and one two-year, contractually limited appointment at a junior level. Candidates must have a Ph.D., be committed to teaching in nuclear engineering and have strong experimental research interests in that area or in nuclear materials and radiation damage, fuel processing and isotope separation or heat, mass and plasma transport. Major experimental facilities available consist of a 5 MW Reactor and four particle accelerators (10 MV Tandem, 3 MV van de Graaff, 150 kV heavy ion and 5 kV light ion) together with the general facilities of large nuclear and materials research centres. The appointments will be effective on or before July 1st, 1981 depending on availability. Applications, to be received by March 15th, 1981 should include a detailed description of current research interests, curriculum vitae, list of publications and the names and addresses of three referees. Please address all applications to Professor J.S. Kirkaldy, Chairman, Department of Engineering Physics, McMaster University, Hamilton, Ontario, Canada, L8S 4M1.

ENGLISH

UNIVERSITY OF OTTAWA. Department of English. 1. Three regular positions, assistant, associate or full professor. Modern Poetry, Drama, Early 18th Century Literature preferred areas of specialization. 2. Ph.D. essential, active research important, previous teaching experience desirable. 3. Teach undergraduate and graduate courses, conduct research. 4. Salary according to qualifications. 5. Professor David L. Jeffrey, Chairman, Department of English, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. July 1, 1981. 7. December 30, 1980. 8. Subject to funding.

SIMON FRASER UNIVERSITY. Department of English. Subject to funding, the department expects to make a tenure-track appointment to begin September 1981 in the field of Composition and Rhetoric. The probable rank would be Assistant Professor, salary negotiable in the field desirable. Preference given to applicants who are eligible for employment in Canada at the time of application. This position will be subject to budgetary approval.

UNIVERSITY OF VICTORIA. Department of English. Applications are invited for a limited number of sessional appointments to teach summer studies from May to August 1981. Candidates should submit current curriculum vitae, stating academic and teaching experience, and applications should be addressed to: Dr. Michael R. Best, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, British Columbia V8W 2Y2, no later than Friday, January 30, 1981.

UNIVERSITY OF VICTORIA. Department of English. The Department of English at the University of Victoria invites applications for a senior position (Associate or Full Professor) in Canadian Literature, beginning 1 July, 1981. The ideal candidate should have extensive teaching experience and publication in the field. Applications should be addressed to Dr. Michael R. Best, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO. Faculty of Environmental Studies. Methods and Design Area. Applications are being accepted for the position of Assistant Professor to teach and conduct research in quantitative areas applied to Environmental Studies. Qualifications include: strong basis in statistical methodology applied to environmental studies research; familiarity with the application of general computer statistical and simulation packages; proficiency in one or more computer programming languages. Should possess fundamental understanding and experience in applied computer graphics or cartography. Duties include: developing, revising and teaching methods and design courses in Environmental Studies, primarily at the undergraduate level; assisting in revision and development of Methods and Design Area academic programs — especially in computer graphics area; assisting the Director in supervision of Methods and Design Area; advising faculty, staff and students in application of methods and assisting them with design specifications of methods components of grant and contract proposals; conducting personal research via usual grant/contract competitions. Salary range is \$19,800-\$25,800. Those interested should send applications for: Director, Methods and Design Area, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is May 1, 1981. This is a definite term appointment and may be renewed. Appointment will be subject to the availability of funds. Closing date for receipt of applications is January 15, 1981. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

FAMILY STUDIES

UNIVERSITY OF MANITOBA. Department of Family Studies. A full-time position is available at the Assistant or Associate Professor level to teach graduate and undergraduate courses and to undertake research in the area of Family Economics, Consumer Studies and/or Home Management. Preference will be given to applicants holding a Ph.D. or equivalent who have demonstrated competence in teaching and research. Salary and rank commensurate with qualifications and experience. This may be a tenure stream position. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Enquiries and applications, including a complete curriculum vitae and the names of three referees should be sent to Professor Ruth Berry, Chairman of Selection Committee, Department of Family Studies, Faculty of Home Economics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. The position is available immediately and will remain open until filled.

FINANCE

UNIVERSITY OF SASKATCHEWAN. Department of Finance and Management Science. Assistant Professor. Qualifications: Doctorate completed or nearing completion. Strong potential for research. Teaching graduates and undergraduates. Salary: open. Starting date: July 1, 1981. Write to: H. Bishara, Head, Department of Finance and Management Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. (Also, one-year appointments for sabbatical leave replacements are anticipated.)

FINE ARTS

UNIVERSITY OF WATERLOO. Department of Fine Arts. Art History. One year appointment (leave replacement), subject to the availability of funds. Teaching duties consist of a full year survey of the Italian Renaissance, term courses on Medieval Art and Architecture and Canadian Art, and two third year seminars on Nineteenth Century Art and Methods in Art History. Supervision of fourth year students in Art History is also

expected. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Applicants please write to Nancy-Lou Patterson, Chairman, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1.

FOODS

UNIVERSITY OF GUELPH. Foods. Department of Consumer Studies. Lecturer or Assistant Professor. Master's or Ph.D. degree in an appropriate area. Undergraduate teaching and research in the area of foods and food consumption in an interdisciplinary department of Consumer Studies. Salary negotiable. Apply to Dr. R.E. Vosburgh, Chair, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment to commence 8:01:01 or 8:07:01. Applications will be accepted until position filled and subject to final budgetary approval.

FORESTRY

SIMON FRASER UNIVERSITY. Forestry/Wildlife Management. The Natural Resources Management Program and the Department of Biological Sciences at Simon Fraser University expect to make a tenure-track joint appointment at the Assistant Professor rank for September 1981. The position is for a person qualified to register as a professional forester with experience in multiple-use management and a degree in wildlife biology. The successful applicant will work in an interdisciplinary setting teaching graduate and undergraduate courses and directing research related to forestry and wildlife biology and management. Canadian experience and postdoctoral training area desirable. The 1980-81 salary range is \$22,017 to \$34,202. Closing date for the competition is until position is filled. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and request three referees to send confidential letters of reference directly to: Director, Natural Resources Management Program, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada. The appointment will be made subject to availability of funds.

GEOGRAPHY

SIMON FRASER UNIVERSITY. Department of Geography and the Natural Resources Management Program. Applications are invited for a tenure-track joint appointment at the Assistant Professor rank for September, 1981. The successful candidate will work in an interdisciplinary setting teaching graduate and undergraduate courses and directing research in environmental analytical/computer cartography and remote sensing. It is also desirable that the appointee have a Ph.D. degree and several years of practical experience in Canada. Preference will be given to candidates who are eligible for employment in Canada at the time of application. The 1980-81 salary range is \$22,017 to \$34,202. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and the names of three referees to: Dr. E.J. Hicklin, Chairman, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. Telephone: (604) 291-3718. Closing date for application is Jan. 15/81, or until position filled.

UNIVERSITY OF GUELPH. Department of Geography. Visiting position for 1981-83 for physical geographer beginning 1 September 1981. Principal duties will be to teach introductory climatology and advanced climatology together with a course on quantitative methods in geography. Ph.D. preferred. The position is subject to final budgetary approval. Competition closes 31 December 1980. Guelph operates on a trimester with 13 week courses. Resumes including the names and addresses of three referees should be addressed to Dr. G.T. Bloomfield, Chairman, Department of Geography, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH. Department of Geography. Visiting position for Fall/Winter 1981-82 for human geographer beginning 1 September 1981. Principal

duties will be to teach introductory human geography and either courses in urban geography or rural/agricultural geography. Candidates may also offer a regional specialty. Ph.D. preferred. The position is subject to final budgetary approval. Competition closes 31 December 1980. Guelph operates on a trimester with 13 week courses. Resumes including the names and addresses of three referees should be addressed to Dr. G.T. Bloomfield, Chairman, Department of Geography, University of Guelph, Guelph, Ontario, N1G 2W1.

QUEEN'S UNIVERSITY. Department of Geography. Assistant Professor. Replacement appointment (non-renewable) for up to two years. To commence September 1, 1981. Salary according to University scale. Ph.D. required. Applications are invited from those whose teaching and research interests will enhance our programmes at the undergraduate and graduate levels in the following areas: cultural historical; transportation; development studies in the Third World. Candidates of either sex are equally encouraged to apply and should submit their application, with full curriculum vitae and the names of three referees to: Dr. Brian S. Osborne, Department of Geography, Queen's University, Kingston, Ontario K7L 3N6. Applications will be received until position is filled.

GESTION DU PERSONNEL

UNIVERSITE D'OTTAWA. Gestion du Personnel et Relations Industrielles. Post à plein temps en gestion du personnel et/ou relations Industrielles disponible le 1er juillet 1981. Les candidat(e)s espérant obtenir la permanence devront posséder un doctorat ou être près de le terminer. Rang et salaire selon les qualifications et l'expérience. Enseignement en français au niveau gradué et au niveau du 1er cycle et recherche. Faire parvenir votre curriculum vitae à Dr. J.M. Guio, Coordonnateur, Gestion des ressources humaines, Faculté d'Administration, Université d'Ottawa, 135 rue Wilbrod, Ottawa, Ontario, K1N 9B5.

HEALTH SERVICES

UNIVERSITY OF ALBERTA. Health Services Administration. The Division of Health Services Administration has a tenureable track position available for a person qualified to teach in any one or more of the following areas: health care accounting and finance; organization and management theory; sociology of health care; or health planning and policy analysis. Qualifications: Ph.D. or equivalent, knowledge of Canadian health care system; experience in both the health care field and the university setting desirable. Position available immediately but delay until July 1, 1981, is feasible. The University of Alberta is an equal opportunity employer. Interested applicants please submit a comprehensive resume to: Dr. C.B. Hazlett, Acting Director, Division of Health Services Administration, Faculty of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3.

HISTORY

McMASTER UNIVERSITY. Department of History. Applications are invited for an Assistant Professor of History for a two-year contractually limited appointment to be filled July 1981. Ph.D. with some teaching experience required; publications preferred. To teach 19th and early 20th century British History at the undergraduate level. Salary dependent upon qualifications. Assistant Professor floor level for 1980-81 is \$19,75.00. Applications including curriculum vitae and names of three referees should be sent to: Dr. J.P. Campbell, Chairman, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9.

HOME ECONOMICS

UNIVERSITY OF MANITOBA. Faculty of Home Economics. The Department of Clothing and Textiles at the University of Manitoba invites applications for an academic position (the rank of assistant or associate professor, or full professor) in 1981, in the area of marketing and economic

aspects of clothing and textiles and/or apparel design and production. Responsibilities include teaching in both the undergraduate and graduate programs. Involvement in the Department's liaison with business and industry, direction of M.Sc. theses and pursuit of academic research activities. Applicants should possess at least a Master's degree and preferably a Ph.D. with demonstrated or potential ability for teaching and research at the University level. Experience with business and/or industry and a knowledge of the Canadian marketplace is desirable. The position may be filled with a tenure stream appointment, which may be probationary, or a term appointment. The type of appointment, rank and salary will be commensurate with qualifications and experience. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to attend. Applications and transcripts supported by curriculum vitae and the names of three referees should be sent to: Dr. Sheila A. Brown, Head, Department of Clothing and Textiles, Faculty of Home Economics, University of Winnipeg, Winnipeg, Manitoba, Canada, R3T 2N2. Phone: (204) 474-8137.

KINESIOLOGY

UNIVERSITY OF WATERLOO. Department of Kinesiology. Applications are being accepted for the position of Assistant/Associate Professor, Ph.D. with background in neurophysiology (neuro control) and biomechanics. Provide research direction in neural control and the mechanics of human movement. Liaison with psychomotor behaviour and work physiology. Teach neural control and biomechanics at the undergraduate and graduate levels. Salary offered is Assistant Professor (minimum \$25,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with experience. Dr. M.T. Sharatt, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1. September 1, 1981. Until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Subject to availability of funds.

LANGUAGES/LINGUISTICS

UNIVERSITY OF WATERLOO. Département de français. Le Département de français de l'Université de Waterloo fait appel aux candidatures en vue de l'attribution d'un poste de Professeur Adjoint de langue française et de linguistique appliquée. La durée du contrat sera d'un an ou de trois ans, selon les qualifications et l'utilisation du candidat. Les fonctions comprises de l'enseignement de la langue française aux étudiants du premier cycle et des cours de linguistique romane (française) au niveau supérieur du baccalauréat et à celui de la maîtrise. Le titulaire agira en outre en tant que conseiller pédagogique et scientifique du laboratoire de langue et dans le domaine des expériences d'enseignement partiellement informatisé. Le traitement minimum du Professeur Adjoint est de \$19,800; la rémunération réelle sera établie en fonction des qualifications et de l'expérience du candidat. Entrée en fonction au 1er juillet 1981. Les demandes doivent être envoyées au plus tard le 31 janvier 1981, à l'adresse suivante: Professeur J.R. Dugan, Directeur du Département de français, Université de Waterloo, Waterloo, Ontario, N2L 3G1. Canada. N.B. Cette offre est sans engagement formel jusqu'à confirmation des décisions nécessaires en matière d'allocation de crédits. Seront considérés par priorité les offres de service émanant de candidats qui, au moment de l'introduction de leur demande, seront en possession d'un permis de travail ayant valeur légale au Canada pour la durée de l'emploi à conférer.

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of Italian. Position: Assistant Professor. Qualifications: Ph.D. completed or near completion. Duties: Undergraduate instruction and administrative duties. Salary: Assistant floor, \$19,800, or negotiable according to experience. Apply to: Dr. R.R. Letson, Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Effective date of appointment: July 1, 1981. Closing date: When filled.

UNIVERSITY OF OTTAWA. Slavic Studies and Modern Languages. (Russian). Specialist in Russian. Minimum requirements: Ph.D. in Russian, teaching experience in language and literature, some experience in graduate studies, publications. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or French and English. Letters with curriculum vitae plus names of three referees to: Professor Zbigniew Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa, Ottawa, Ontario, K1N 6N5, Canada.

UNIVERSITY OF OTTAWA. Department of Linguistics. The Department of Linguistics has a possible opening, subject to budgetary approval, for a professor of applied linguistics specializing in second language acquisition. The candidate must hold the Ph.D. or equivalent, and be bilingual in English and French. Rank and salary will be commensurate with experience and accomplishments of the candidate, and the Department invites applications from senior scholars in the field. Applicants, with the names of referees, should be sent immediately to: D.C. Walker, Chairman, Department of Linguistics, University of Ottawa, Ottawa, Ontario, K1N 6N5.

LAW

UNIVERSITY OF SASKATCHEWAN. Native Law Centre. Applications are invited for the position of Director of the Centre. Applicants should have a graduate law degree or experience in practice and an interest in native law. Administrative ability is required. Experience working with native Canadian people and their organizations is desirable. The Director is generally responsible for the operation and development of the Centre. If the appointee so desires, the position may include part-time teaching at the College of Law, University of Saskatchewan. Salary is negotiable. Applications and enquiries should be made to the Director, Native Law Centre, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF ALBERTA. Department of Industrial and Legal Relations. The University of Alberta, Department of Industrial and Legal Relations in the Faculty of Business Administration and Commerce, invites applications for a full-time, tenure-track position in Legal Relations. Applicants must hold the LL.B. or J.D. degree; further training in law or in a related discipline is highly desirable. The Department offers programs of study in both Industrial and legal relations, the latter being a new and developing field. Canada-wide travel provides a broadly-based interdisciplinary approach to legal studies in business and society. The successful applicant will participate in course and program development. The position is available immediately. Applications should include a curriculum vitae and the names of at least three referees, and should be sent to Professor Suzanne Mah, Department of Industrial and Legal Relations, 320 Athabasca Hall, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada, telephone (403) 432-5367. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF OTTAWA. Faculty of Law, Common Law Section. Applications are invited for positions in the Common Law Section subject to budget approval by the University. Although applications are not restricted to a particular area of law, we wish to further develop our curriculum in the areas of property and taxation in 1981-82. Salary and rank commensurate with qualifications and experience. Application should be made to Dean H.A. Hubbard, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

MANAGEMENT

UNIVERSITY OF SASKATCHEWAN. Management Science. Assistant Professor. Qualifications: Doctorate completed or near completion. Strong potential for research. Teaching graduate and undergraduate students. Salary: open. Starting date: July 1, 1981. Write to: H. Bishara, Head, Department of Finance and Management Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. (Also one-year

appointments for sabbatical leave replacements are anticipated.)

MARKETING

UNIVERSITY OF MANITOBA. Marketing. Applications are invited for an appointment at the rank of Assistant or Associate Professor to teach in the Marketing area. Ph.D. or near completion required. Preference given to candidates who have demonstrated competence in both teaching and research. Salary is open, depending upon rank and experience. Applications accepted until position is filled. Starting date is negotiable, but prefer July 1, 1981. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply. All applications welcome. Curriculum vitae should be sent to: Dr. Jerry L. Gray, Head, Department of Business Administration, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

CONCORDIA UNIVERSITY. Department of Marketing. 1. Assistant, Associate or Full Professor. 2. Ph.D. in Marketing. 3. Teaching in undergraduate and graduate programs, especially in Retailing, Sales Management, Consumer Behaviour, research and publication interests are expected. 4. Salary highly competitive. 5. Dr. V.H. Kirpalani, Acting Chairman, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Boulevard West, Montreal, Quebec, H3G 1M8. 6. September 1980 or after. 7. When positions filled.

MATHEMATICS

UNIVERSITY OF VICTORIA. Department of Mathematics. The Department of Mathematics invites applications for a regular faculty position at the Assistant Associate Professor level to begin July 1, 1981. Applicants should have a Ph.D. in Mathematics, and a strong commitment both to research and to undergraduate teaching. Priority will be given to candidates with an established record of scholarly achievement and a demonstrated ability to interact with other mathematicians. The Department has a preference for individuals with research and teaching interests in one or more of the following areas: functional analysis, modern algebra, and discrete mathematics. Applicants should send a curriculum vitae and the names of three referees to: Dr. R.R. Davidson, Chairman, Department of Mathematics, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2. The closing date for applications is January 31, 1981.

SIMON FRASER UNIVERSITY. Department of Mathematics. Discrete Mathematics. The Department of Mathematics invites applications for a tenure track position at the assistant professor level in Discrete Mathematics, commencing September 1, 1981. Applicants must have a Ph.D. or equivalent research experience in Discrete Mathematics. The salary will be commensurate with experience. Applications should be received as soon as possible. Applicant should arrange for three letters of reference to be sent directly to: Chairman, Department of Mathematics, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. In addition, we plan to make at least four temporary visiting appointments in 81-82 in the fields of Pure Mathematics, Applied Mathematics, and Statistics. These appointments can commence anytime after April 1, 1981. The salary, teaching load, and the term of appointment are all negotiable. Applications at other universities in Canada or abroad on sabbatical or leaves of absence shall be given preference.

UNIVERSITY OF WATERLOO. Faculty of Mathematics. The Faculty of Mathematics has a tenure track position available in Operations Research, beginning July 1, 1981 or earlier. Responsibilities include teaching, research, and graduate student supervision. The individual will have the ability to provide impetus and leadership to an Operations Research Program. Salary and rank will be commensurate with qualifications and experience. Send application, vita and arrange for three letters of reference to be sent to: Dr. J.A. Bondy, Operations Research Group, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for receipt of applications is January 31, 1981. Subject to availability of funds. First

consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

MEDICINE

QUEEN'S UNIVERSITY. Department of Community Health and Epidemiology. Applications are invited for a post as Lecturer with a special interest in Health Care Systems, major sociomedical problems and acute and/or chronic disease. Candidates should have M.Sc. in relevant discipline; research experience and be prepared to teach undergraduate and graduate students. Candidates of both sexes are equally encouraged to apply. Curriculum vitae and names of 3 referees should be sent to: Dr. R. Steele, Professor and Head, Department of Community Health and Epidemiology, Queen's University, Kingston, Ontario, Canada, K7L 2N8.

UNIVERSITY OF WESTERN ONTARIO. Department of Pathology (Division of Oral Pathology). Full-time assistant professor in the Department of Pathology (Division of Oral Pathology). This position is available October 1st, 1980 and will remain open until filled. Activities of the Division include undergraduate and graduate teaching, research and surgical oral pathology. The applicant must hold a D.D.S. degree and have advanced qualifications in oral pathology and be expected to develop a research program within the Department. Inquiries or applications, which should include a curriculum vitae and the names of three referees, should be sent as soon as possible to: Dr. David G. Gardner, Chairman, Division of Oral Pathology, Department of Pathology, The University of Western Ontario, London, Canada, N6A 5C1.

SHAUGHNESSY HOSPITAL. Department of Pathology. Anatomical Pathologist - Vancouver. The Department of Pathology, Shaughnessy Hospital, is seeking an additional anatomical pathologist. Duties will include service and teaching. An expressed interest or demonstrated competence in a specified field of clinical research preferred. Fellowship or certification in the RCPS of Canada or equivalent, and licensure in British Columbia will be required. Salary and University appointment commensurate with background and experience. Replies, with curriculum vitae and the names of three referees should be forwarded to: Dr. W.L. Dunn, Department of Pathology, Shaughnessy Hospital, 4500 Oak Street, Vancouver, British Columbia, V6H 3N1.

UNIVERSITY OF SASKATCHEWAN. Department of Pediatrics. Pediatric Cardiologist. Applications are invited for a full-time position in the division of Pediatric Cardiology at the University Hospital, Saskatoon, with an academic appointment in the Department of Pediatrics, University of Saskatchewan. Duties include clinical responsibilities, teaching and research. Salary to be commensurate with experience and qualifications. Applications including curriculum vitae to: Dr. Mark Friesen, Professor and Head, Department of Pediatrics, University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

UNIVERSITY OF MANITOBA. Faculty of Medicine. The University of Manitoba, Faculty of Medicine has positions available for lecturer through professor. These positions are available in response to the development of a multidisciplinary program in the area of recombinant DNA technology, molecular genetics, nucleic acids and molecular endocrinology. The successful applicant(s) will be expected to develop an independent research program with areas of preference in mechanism of hormone action, neuroendocrinology, developmental biochemistry of mammalian systems, or gene mapping. Send curriculum vitae including a brief outline of future research interest to: Dr. Henry G. Friesen, Professor and Head, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Canadian citizens, permanent residents and others eligible for employment in Canada are encouraged to apply.

UNIVERSITY OF TORONTO. Department of Preventive Medicine and Biostatistics. University title: Professor. Qualifications required: Medical degree plus graduate research degree, or equivalent experience. Nature of Duties: Coordinator and lecturer in undergraduate medical teaching; graduate teaching in epidemiology; epidemiologic research. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. M.J. Ashley,

<p>Chairman, Search Committee, Department of Preventive Medicine and Biostatistics, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5S 1A8, Canada. Effective date of Appointment: July 1, 1981. Closing Date for Receipt of Applications: December 31, 1980.</p> <p>UNIVERSITY OF TORONTO. Department of Preventive Medicine and Biostatistics. University Title: Associate Professor. Qualifications required: Medical degree plus graduate professional or research training, or equivalent experience. Nature of Duties: Undergraduate and graduate teaching in epidemiology; epidemiologic research. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. M.J. Ashley, Chairman, Search Committee, Department of Preventive Medicine and Biostatistics, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5S 1A8, Canada. Effective date of appointment: July 31, 1981. Closing date for receipt of applications: December 31, 1980.</p>	<p>PHILOSOPHY</p> <p>UNIVERSITY OF OTTAWA. Department of Philosophy. Applications are invited for two faculty positions: one senior and one junior, (possibly two senior professorships, according to budget limitations). One position to be filled by a francophone, one by an anglophone. A working knowledge of the second language required in both cases. Only candidates with Ph.D. and proven competence in one of the following fields will be considered. Epistemology, Philosophy of science (including social science), Modern Philosophy (especially British Empiricism), Philosophy of Mind, Ethics. The Department particularly welcomes application from women. Applicants should send curriculum vitae, three letters of reference, and publication reprints, before December 30, to: The Chairman, Department of Philosophy, University of Ottawa, 90 Wilbrod, Ottawa, Ontario, K1N 6N5.</p>	<p>POLITICAL ECONOMY</p> <p>UNIVERSITY OF TORONTO. Department of Political Economy. Position in Accounting. Lecturer, Assistant Professor, or Associate Professor in the tenure stream. 2. Ph.D. completed or in progress. 3. Teaching 6 hrs. per week in financial and/or management accounting. 4. Competitive, commensurate with teaching experience and research record. 5. Desirable: M.A. in Economics, Commerce and Finance, Department of Political Economy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. 6. Starting July 1981. When position filled. All positions pending budget approval.</p>	<p>P. Suedfeld, Department of Psychology, The University of British Columbia, Vancouver, British Columbia, V6T 1W5.</p> <p>UNIVERSITY OF WINDSOR. Department of Psychology. The Department of Psychology has a tenure track position, rank open, in the area of clinical or child clinical psychology. The starting date for this position is July 1 or September 1, 1981. Preference will be given to applicants with an established publication record and an ongoing programme of research. Applicants should forward a curriculum vitae and the names of three referees to: Dr. Henry L. Milton, Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4.</p> <p>ST. THOMAS MORE COLLEGE. UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Applications are invited for a tenure system appointment at the Assistant Professor level for the 1981-82 academic year. Preference will be given to the candidates with a PhD and some teaching experience with specialization in Developmental Psychology and skills in one other area. Primary duties will involve undergraduate teaching with an opportunity for research and teaching and supervision of graduate studies. The floor of the salary scale for Assistant Professor, is \$19,519 (1979-80). There is also opportunity for teaching interest or summer school classes. St. Thomas More College is a Catholic College of Arts and Science federated with the University of Saskatchewan. Its professors are members of the faculty of the College of Arts and Science, with some of its members of the faculty of the College of Graduate Studies, of the University of Saskatchewan. Interested persons should arrange to have a curriculum vitae, 3 letters of recommendation, and transcripts sent as soon as possible to: Dr. E. Sashko, Department of Psychology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6.</p> <p>UNIVERSITY OF TORONTO. Department of Psychiatry. Psychologist Research Position. Developmental psychologist with established research role in psychiatric research; some participation in the training of child psychiatrists. Psychology cross-appointment and bi-annual graduate teaching. Salary negotiable. Send curriculum vitae and three letters of reference to: Dr. K. Minde, M.D., F.R.C.P.(C), Department of Psychiatry, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8.</p> <p>UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. The Department is seeking to fill a tenure track position at the assistant professor level in the general area of applied psychology, preferably in clinical or counselling psychology. Candidates with demonstrated strengths in any area of applied research specialization are invited to apply. Ability to teach marital and family therapy and/or group counselling is desirable but not essential. The position is effective July 1, 1981. Appointment is subject to the availability of funds. Send vitae, representative publications, and at least three letters of recommendation to: Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2.</p> <p>UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. The Department is seeking to fill, subject to budgetary approval, three positions, effective July 1st, 1981. Potentially, these positions may be tenure track. Candidates should have proven research capabilities in one of the following areas: Sensation and Perception; preference will be given to individuals with an interest in audition and/or applied aspects of perception; Learning and Motivation; candidates with interests in traditional areas of animal learning and/or human learning or in broader aspects of animal behaviour will be considered; Physiological and Comparative; consideration will be given to animal or human ethologists and those with comparative or applied interests. Candidates having a strong interest in quantitative methods and the ability and desire to teach these at the graduate and undergraduate levels will be given special consideration. Preference will be given to Canadian citizens and those eligible to work in Canada at the time of application. Send vitae, representative publications and three letters of recommendation to Brian Timney,</p>
<p>MUSIC</p>	<p>PHYSICAL/HEALTH EDUCATION</p>	<p>POLITICAL SCIENCE</p>	
<p>UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Music. Applications are invited for a Leave Replacement in the Department of Music, fields of piano and theory, for the Second Semester of the 1980-81 academic year. Minimum qualifications of Master's Degree or equivalent experience in piano teaching are expected. Duties will be to teach the following during the second semester of 1980-81: one-hour weekly lesson or twelve students concert piano training within a Bachelor of Music Education or General Music Degree; a weekly two-hour piano master class devoted to sight-reading solo and accompaniment literature, the study of technique, and as well, solo performances by students; three hourly classes per week of 18th Century Counterpoint. Salary commensurate with qualifications and experience. Send complete curriculum vitae, transcripts, and three letters of reference to: Professor H. Tarsseeg, Chairman, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. Telephone (902) 892-4121 Ext. 321. Position effective January 5, 1981. Closing date for applications when position is filled.</p>	<p>UNIVERSITY OF TORONTO. School of Physical and Health Education. Tutor in Physical and Health Education. Ph.D. or M.Sc. Degree. Teaching and/or administrative experience. Some published research. Competency in an Activity area. Duties to be divided between administration (50%) and teaching (50%). Administrative responsibilities will include undergraduate affairs and development of research proposals. Teaching spots in nutrition and/or exercise biochemistry preferred, but other combinations considered. Salary commensurate with previous experience. Annually renewable contract, with potential for promotion to higher rank. Person to whom enquiries should be sent: Dr. Roy Shepherd, School of Physical and Health Education, 320 Huron Street, The University of Toronto, Toronto, Ontario, M5S 1A1. As soon as possible.</p>	<p>CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for two full-time positions at the Assistant or Associate level commencing 1980, subject to budgetary approval. Applicants should have completed the Ph.D., have teaching experience and an established publication record. Expertise is sought in the areas of methodology and one or more of the following areas: urban politics (Canada/Quebec); political thought; international relations; Canadian provincial politics. A knowledge of the Quebec milieu and the French language is desirable. Candidates would be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and the names of three referees to: Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications: when position is filled.</p> <p>CONCORDIA UNIVERSITY. Department of Political Science. Applications are invited for two full-time positions at the Assistant or Associate level commencing 1980, subject to budgetary approval. Applicants should have completed the Ph.D., have teaching experience and a firmly established publication record. Expertise is sought in the areas of public policy and public administration, with emphasis on Quebec and Canada. A knowledge of the Quebec milieu and the French language is desirable. Candidates should be expected to teach at both the graduate and undergraduate levels. Send full curriculum vitae and names of three referees to: Dr. Everett M. Price, Chairman, Department of Political Science, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for applications: when positions are filled.</p> <p>TRENT UNIVERSITY. Department of Political Studies. Political Science. Sessional appointment 1981-82, at lecturer or assistant professor level. Ph.D. Undergraduate teaching in introductory course, international relations, public administration and public policy. Salary range (Provisional) \$14,318-\$17,570 (floor of assistant professor scale). Applications including curriculum vitae, transcripts and names of three referees to: Professor Margaret Doney, Chairman, Department of Political Studies, Trent University, Peterborough, Ontario. When filled.</p> <p>MCGILL UNIVERSITY. Department of Political Science. Applications, including resumes and the names of referees, are invited for the following visiting replacement appointment for the academic year 1981-82, pending budgetary approval. This is a limited term appointment for one year only. Candidates must hold a completed Ph.D. degree, or equivalent, and preferably have teaching experience and a publication record. Salary commensurate with qualifications. The appointment is for a visiting senior professor in Political Philosophy. Responsibilities would include teaching undergraduate and graduate courses and seminars in the history of political thought. Deadline for applications is February 1st, 1981. Applications should be transmitted to: Professor Harold M. Waller, Chairman, Department of Political Science, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T4.</p>	
<p>NURSING</p>	<p>PLANT/CROP SCIENCE</p>		
<p>CONCORDIA UNIVERSITY. Department of Nursing Science, requires faculty at all ranks for a newly organized Nursing Department. Educational Qualifications: M.Sc.N. (minimum); doctorate an advantage; bilingual (French/English) an advantage. Experience: 2 years clinical or 2 years university teaching experience an advantage. Salary and Perquisites: Commensurate with education, experience. Concordia offers excellent fringe benefits. Candidates should send their curriculum vitae together with the names, addresses and phone numbers of three referees to: Professor Muriel Upchurch, Ph.D., Health Education/Community Nursing, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. *Opening Fall, 1981, subject to government approval.</p>	<p>UNIVERSITY OF MANITOBA. Department of Plant Science. Position: Academic in Cereal Technology (term appointment renewable annually to June 30, 1993). Qualifications: Ph.D. with experience in grain chemistry and plant biochemistry. Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application are especially encouraged to apply. Description of Duties: Responsibilities will involve teaching courses at the undergraduate and postgraduate levels and supervision of M.Sc. and Ph.D. students. Research will be directed in the area of technology and chemistry of grains (cereals, oilseeds, legumes) and will include collaboration with plant breeders in the development of improved cultivars. Date Available: Immediate. Closing Date: December 31, 1980 or when position filled. Salary: Negotiable, commensurate with qualifications and experience. Application Procedures: Applications, including a detailed curriculum vitae showing education, experience, publications, and at least three references, should be sent to: Dr. L.E. Evans, Head, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.</p>	<p>UNIVERSITY OF GUELPH. Crop Science Department. Research associate in plant breeding. Require a Ph.D. in plant breeding and genetics with a strong background in statistics or quantitative genetics to research breeding methodology with double haploids in barley. Position available January 1981. Appointment for one year with consideration for reappointment. Salary minimum is \$15,000. Interested persons should send curriculum vitae, transcripts and the names of 3 persons who may be contacted for references to: Dr. E. Reinberg, Crop Science Department, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.</p> <p>UNIVERSITY OF ALBERTA. Department of Plant Science. Canadian research associate experienced in studies of ethylene metabolism at the physiological/biometabolic interface. Dr. M. Spencer, Plant Science, University of Alberta, Edmonton, Alberta, T6G 2N2.</p>	
<p>PHARMACOLOGY</p>			
<p>UNIVERSITY OF GUELPH. Department of Pharmacology. Veterinary Toxicologist/Pharmacologist. A tenure track position is available January 1, 1981, at the rank of Assistant or Associate Professor, depending on qualifications and experience, with commensurate salary. Applicants should have a Ph.D. in Pharmacology and/or Toxicology with teaching and research experience. Preference may be given to candidates with a degree in Veterinary Medicine. Responsibilities will include teaching pharmacology and toxicology in undergraduate DVM and BSc programs and also in various graduate courses. The incumbent is expected to develop a strong animal health-oriented research program which is currently funded in part by the Ontario Ministry of Agriculture and Food. Position subject to final budgetary approval. Enquiries and application should be made to: Dr. P. Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.</p>		<p>PSYCHOLOGY</p> <p>UNIVERSITY OF BRITISH COLUMBIA. Department of Psychology. Research Associate, Masters or Ph.D., full or part-time required to direct a three-year program of smoking cessation training and experience in health psychology desirable. Salary negotiable up to approximately \$20,000. Apply by December 31, 1980, to Dr.</p>	

Chairman, Search Committee, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. The Department is seeking to fill a tenure track position at the assistant professor level in psychological measurement and statistics. Candidates with demonstrated strengths in theoretical and applied interests are invited to apply. The position is effective July 1, 1981. Appointment is subject to the availability of funds. Send vitae, representative publications and three letters of recommendation to: Dr. R.C. Gardner, Chairman, Measurement Area Search Committee, Department of Psychology, University of Western Ontario, London, Ontario, N6A 5C2.

UNIVERSITY OF ALBERTA. Department of Psychology. Experimental psychologist. The Department of Psychology invites applications for a tenureable appointment at the Assistant Professor level; position contingent on the availability of funds. The salary ranges from \$21,269 to \$31,257. Candidates should have demonstrated research competence in the area of prose, or discourse comprehension and recall. Candidate's research may concern adult cognition or cognitive development. A curriculum vitae, transcripts, three letters of reference and a statement of teaching and research interests should be sent directly to: Dr. Alinda Friedman, Department of Psychology, University of Alberta, Edmonton, Alberta, T6G 2E9. Closing date for receipt of applications is February 15, 1981. University of Alberta is an equal opportunity employer.

UNIVERSITY OF BRITISH COLUMBIA. Department of Psychology. Applications are invited for two tenure track positions. One of these positions will be in the social area. The second position will be in the personality or clinical area. Complete curriculum vitae and names of referees should be forwarded to: Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. Rank is open to assistant, associate, or full professor, depending upon qualifications. Salaries are competitive. The positions are subject to budgetary considerations. The University of British Columbia offers equal opportunities for employment to qualified male and female candidates.

RECREATION

UNIVERSITY OF WATERLOO. Department of Recreation. Assistant or Associate Professor in Therapeutic Recreation. Qualifications include an earned doctorate or its near completion in Therapeutic Recreation or related discipline. A strong research background with the ability to successfully supervise student theses and honours projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. Those interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is March 15, 1981. Applications accepted until position is filled. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Recreation. Assistant or Associate Professor in Recreation Administration. Qualifications include an earned doctorate or its near completion in Recreation Administration or related discipline. A strong research background with the ability to successfully supervise student theses and honours projects with a broad interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum \$19,800); Associate Professor (minimum \$25,800). Salary and rank commensurate with qualifications and experience. Those interested should send applications to: Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is March 15, 1981. Applications accepted until position is filled. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

effective date of appointment is July 1, 1981. Applications accepted until March 15, 1981. Position contingent on the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

SCIENCES INFIRMIERES

UNIVERSITE LAVAL. Ecole des Sciences Infirmeries. Deux Professeurs de Carrière. Fonctions: Deux professeurs demandés pour enseigner au 1er cycle, l'un en santé maternelle et infantile, l'autre en organisation communautaire et aspects sociaux de la santé. Ces deux professeurs devront promouvoir la recherche et le développement d'études de 2ème cycle. Profil des candidats: Premier Poste: Compétence reconnue en santé maternelle et infantile aux plans recherche et enseignement. Être de plus qualifié pour enseigner en sexualité et planification des naissances. Deuxième Poste: Le (la) candidat(e) devra posséder des compétences dans deux concentrations: un diplôme en sciences de la santé (nursing, nutrition, épidémiologie...) plus une formation dans une science humaine (sociologie, anthropologie, travail social, psychologie) ou l'inverse en ce qui a trait au domaine du diplôme et à celui de la formation. Les deux candidat(e)s devront posséder un Ph.D., ou l'équivalent, avoir de l'expérience en enseignement et recherche, avoir écrit dans des revues scientifiques. Maîtrise de la langue française indispensable. Conditions: Traitement selon le rang et l'expérience. Prière d'adresser, avant le 1er mars 1981, un curriculum vitae et le nom de deux personnes pour référence à: Thérèse Fortier, directrice, Ecole des Sciences Infirmeries, Pavillon Comtois, Université Laval, Cité universitaire, Québec, Québec, G1K 7P4.

SOCIAL SCIENCE

CONCORDIA UNIVERSITY. Department of Applied Social Science. Invites applications for a tenure stream appointment at the Assistant Professor level. To begin June 1, 1981. Candidates with practitioner experience in their field of specialization preferred. Relevant doctoral degree required. Salary will be commensurate with experience. Undergraduate teaching. Demonstrated competence in research and publishing. The Department of Applied Social Science emphasizes practice based teaching and learning, in an atmosphere of innovation. Adult learners make up over half the student body. Competence in several of the following areas of experience within the Department: interpersonal relations; small group behaviour; community development; family life education; sexuality and human relations; training in leadership and intervention; action research; social and organizational change; social welfare. Application deadline: Send curriculum vitae and three letters of reference by December 31, 1980 to: Dr. Sylvia I. Carter, Chairperson, Department of Applied Social Science, Sir George William Campus, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY. Faculty of Social Work. Applications are invited for two faculty positions involving teaching and research. One position is in the area of direct services to individuals, families and groups. The other position is in the area of practice in community development and social planning. Candidates should have an MSW and a doctorate in social work or in a related discipline, evidence of scholarly work and practice experience, and some experience in teaching graduate students. Salary and rank to be negotiated on the basis of experience and background. To apply send resume and names of three referees to: Dr. Sherman Miller, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

SOCIOLOGY/ ANTHROPOLOGY

DALHOUSIE UNIVERSITY. Department of Sociology and Social Anthropology. Applications are invited for a position as Assistant Professor (tenure-track), Ph.D. required. Candidates should be able to teach courses such as Family, Religion, and other graduate and undergraduate subjects as required. Applications will be considered until the position is filled. Please forward curriculum vitae and names of two referees to Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1Z2.

ST. FRANCIS XAVIER UNIVERSITY. Department of Sociology and Anthropology. Tenure track position. Ph.D. required. Some combination of Introductory, Family, Race, Sex Roles. Appointment to be made September 1, 1981. Applications should be directed to: Dr. Winston Jackson, Department of Sociology and Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1Z2.

STATISTICS

UNIVERSITY OF ALBERTA. Department of Statistics and Applied Probability. The Department of Statistics and Applied Probability, University of Alberta, anticipates both tenure track and visiting appointments which may be made in any area of statistics or applied probability. Appointments may be made starting January 1, or July 1, 1981 at the assistant or possibly at the associate level. Interested individuals should send a vitae with the names of three referees to: Dr. J.R. McGregor, Department of Statistics, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1.

TOXICOLOGY

UNIVERSITY OF GUELPH. Veterinary Toxicology/Pharmacologist. A tenure track position is available January 1, 1981, at the rank of Assistant or Associate Professor, depending on qualifications and experience, with commensurate salary. Applicants should have a Ph.D. in Pharmacology and/or Toxicology with teaching and research experience. Preference may be given to candidates with a degree in Veterinary Medicine. Responsibilities will include teaching pharmacology and toxicology in undergraduate DVM and BSc programs and also in various graduate courses. The incumbent is expected to develop a strong animal health-oriented research program which is currently funded in part by the Ontario Ministry of Agriculture and Food. Position subject to final budgetary approval. Enquiries and application should be made to: Dr. P. Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH. Department of Pathology. A senior position will be available in the Department of Pathology for September 1, 1981. The duties will involve teaching diagnostic pathology at the undergraduate and graduate levels and developing a training program in laboratory animal management. Candidates must have a D.V.M. or equivalent degree and preference will be given to applicants with a Ph.D. Candidates must be board certified or board eligible. A strong background in research is required with special emphasis on diseases of laboratory animals and toxicology. Position subject to final budgetary approval. Apply to: V.E.O. Valli, D.V.M., Professor and Chairman, Department of Pathology, University of Guelph, Guelph, Ontario, N1G 2W1.

LATE ADS

DALHOUSIE UNIVERSITY. Director of the School of Nursing. Applications are invited for the position of Director of the School of Nursing, Dalhousie University. The appointment should be taken up by July 1, 1981, or by arrangement. Nursing is part of the Faculty of Health Professions which also includes Pharmacy, Physiotherapy, Physical Education, Human Communication Disorders and Occupational Therapy. Other programs in the university relating to health

care include dentistry, Medicine and Social Work. The school is in close proximity to the major teaching hospitals. The basic B.N. degree, the Post R.N. degree, the Diploma in Outpatient and Public Health Nursing, and the Master of Nursing are established programs within the school. Undergraduate Young Families option for the M.N. degree has recently been approved. The M.N. program is presently one year in duration but will be extended to two years, probably by 1982, to allow a more extensive thesis component. Research being conducted by the faculty includes clinically oriented studies with new parents, young children in hospital, and young, middle-aged, and elderly parents in a variety of home and institutional settings. In addition, a variety of educationally-oriented studies are in progress. A Research Development Fund for the School of Nursing has been initiated for the purpose of supporting and strengthening the scholarly research activities of the faculty in the School. A candidate for the Directorship with a strong interest and background in research could expect to have time protected to maintain an involvement in research. New accommodation is planned for the School of Nursing. A major health care complex for the province of Nova Scotia is also in the development stage in Halifax. It is to include a nursing research centre. The Director of the School of Nursing is normally appointed for a five year term and is responsible to the Dean of the Faculty of Health Professions for the leadership and administration of the School. The incumbent should be expected to maintain a liaison with the university community and related organizations outside the university. It is expected that the candidate would have a doctoral degree, and show evidence of suitable clinical, nursing education or administrative experience. There would be an opportunity to participate in some teaching. Administrative support for the Director is available.

This position offers an exciting challenge in administration, program development, and research. Application, curriculum vitae and names and addresses of three referees should be forwarded to: Robert S. Tonks, Ph.D., Dean, Faculty of Health Professions, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, Nova Scotia, B3H 4H7.

UNIVERSITY OF OTTAWA. Department of Economics. Applications are invited for several faculty positions in the Department of Economics. Salaries are competitive and rank depends on qualifications, publications and research experience. Candidates should be specialist in at least one of the following areas: micro theory, macro theory, urban economics, regional economics, industrial organization, public finance, labour economics, economic history and history of economic thought. Candidates who can effectively teach in French and English are preferred. Submit curriculum vitae and name of three references to the Chairperson, Department of Economics, University of Ottawa, 550 Cumberland, Ottawa, Ontario, K1N 6N5. Closing date: January 20, 1981.

YORK UNIVERSITY. Faculty of Education. A tenure stream position in the area of special education. The ideal candidate will have: a strong background in learning disabilities, a record of scholarly and teaching excellence, a doctorate, and an ability to collaborate with fields and university personnel. Experience in teaching children with learning difficulties an asset. Responsibilities include teaching in the prospective graduate program in Language and Learning Problems and the extensive in-service and pre-service programs. Rank and salary are open to negotiation. Appointment to commence no later than September 1981. Interviewing to be arranged by February 1981. Send curriculum vitae and references to Dean Andrew Effrat, Faculty of Education, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, Canada.

UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences. Engineering Geologist/Geotechnical Engineer/Hydrogeologist. Applications are invited for a tenure-track position in the Department of Geological Sciences at the Assistant Professor level. The primary responsibilities of the successful candidate will be undergraduate teaching in the interdisciplinary program in Geological Engineering, and the development of a graduate program in engineering geology. Preference will be given candidates whose research specialization lies in the engineering applications of hydrogeology, hydrology, geomorphology, or structural geology. Applicants should have engineer-

ing training or experience. Professional registration is desirable. Ph.D. required. Salary negotiable. Effective date of appointment: not later than September 1, 1981. Applicants should include a curriculum vitae and the names of three referees. Send to: Dr. R. Allen Freeze, Department of Geological Sciences, University of British Columbia, Vancouver, British Columbia, V6T 2B4, Canada.

THE UNIVERSITY OF ALBERTA. Department of Pharmacology. Chairman. The University of Alberta, Faculty of Medicine, Edmonton, Alberta, invites applications for the position of Chairman, Department of Pharmacology. Applicants should have appropriate qualifications and experience, with demonstrated leadership ability to further develop the undergraduate and graduate teaching and research programmes of an established University department. The University of Alberta is an equal opportunity employer. Applications should be sent immediately to Dr. D.F. Cameron, Dean, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada. T6G 2G3.

UNIVERSITY OF MANITOBA. Department of Sociology. Applications are invited for one or two sessional appointments as Lecturer or Assistant Professor level. Completed Ph.D., preferred. Canadian citizen or permanent residents and others eligible for employment in Canada at the time of application are especially invited to apply. Specialization in the areas of Theory, Criminology and Methods. Other areas of specialization will also be considered. To commence September 1981. Send vitae including names of at least three referees to: Professor R. Blivenue, Chairman, Recruitment Committee, Department of Sociology, University of Manitoba, Winnipeg, Manitoba, R3T 2N6.

CARLETON UNIVERSITY. School of Commerce. Applications are invited for tenure-track positions in Accounting for Information Systems. Applicants should have Ph.D. in hand or near completion or alternatively M.B.A. and professional accounting designation. Strong teaching and research background with continuing undergraduate level research work desired. Rank and salary commensurate with qualifications and experience. Appointments as of July 1, 1981. Send resume and references to Dr. Derek Acland, C.A., School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. Position subject to budgetary approval.

CARLETON UNIVERSITY. School of Commerce. Applications are invited at various ranks for one-year visiting appointments in the areas of Marketing, Accounting and Information Systems. Strong undergraduate teaching plus research interests desired. Ph.D. or equivalent required. Rank and salary dependent on qualifications and experience. Appointments normally effective July 1, 1981. Send resume to Dr. Derek Acland, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6.

UNIVERSITY OF GUELPH. Department of Crop Science. Crop Scientist three year contractually limited teaching and research position. Responsibilities include research in the area of small grain production, management and physiology. Teaching responsibilities would be in the area of crop production and management. Some extension involvement included. Ph.D. or M.Sc. plus experience in the area of small grain production and management required. Salary negotiable. Resume, transcripts and three letters of recommendation should be sent to Dr. J.W. Tanner, Chairman, Department of Crop Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO. Computer Science. Research Associate. MSc plus knowledge of numerical analysis and programming, theory and best approximation to level of texts of Cheney & Rice. Incumbent is to develop software. Salary \$10,000 plus benefits (Grant Funded). Please submit resume to: Mrs. J.A. Clark, Senior Employee Relations Officer, Personnel Department, The University of Western Ontario, London, Ontario, N6A 5B8. "An equal opportunity employer".

UNIVERSITY OF ALBERTA. Department of Statistics. The Department invites applications for a tenure stream appointment beginning September 1, 1981. Duties involve the teaching of undergraduate courses in Statistics. A Ph.D. in Statistics is preferred. Salary and rank will be according to qualifications and experience. Send curriculum vitae and three letters of reference to: Professor W.C. Campbell, Chairman, Department of Mathematics, University of

Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

CONCORDIA UNIVERSITY. Department of Economics. Faculty Positions. Positions open — One Tenure Track and two limited term subject to budgetary approval. Possibly one appointment effective January, 1981; others June, 1981. Strong candidates in all fields are encouraged to apply. Department is particularly interested in attracting candidates in labour Economics, Economic History/Climetrics, and Econometrics. Teaching at both Undergraduate and Graduate levels and supervision of theses. Forward applications to: Dr. B. Sahni, Chairman, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

UNIVERSITY OF WATERLOO. Drama Department. Applications are being accepted for the position of Assistant Professor (definite term) or equivalent in Drama. Duties include the teaching of acting to all years, and directing department productions. Candidates should be committed to the idea of the study of theatre within a liberal arts context. First consideration will be given to those who, at the time of application, are legally eligible to work in Canada. Salary offered will be commensurate with experience and qualifications (Assistant Professor (minimum) — \$19,800). This position is subject to the availability of funds. Those interested should send applications to Dr. W.R. Chadwick, Chairman, Department of Drama, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1981. Closing date for receipt of applications is January 31, 1981.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance. Applications are invited for faculty positions at the rank of associate or assistant professor from those with teaching and research interests in (1) managerial accounting (2) financial accounting (3) finance. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective September 1, 1981 or by arrangement. Appointments available until positions filled. Send resumes to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. The availability of this position is subject to budgetary approval.

UNIVERSITY OF SASKATCHEWAN. College of Education. Indian and Northern Education Program. The College of Education invites applications for a term appointment (leave replacement) in the Indian and Northern Education Program, January 1, 1981, to June 30, 1981. Qualifications: Preference will be given to candidates with a Ph.D. or near completion of doctoral studies, and successful experience in Indian, Metis or Inuit education. Duties to include (1) the teaching of undergraduate classes in the principles and practices of intercultural education as they apply to the indigenous people of Canada, (2) participate in in-service work, (3) advise and counsel graduate and undergraduate students. Send application and curriculum vitae to: Chairman, Indian and Northern Education Program, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Mathematics and Computer Science. Applications are invited for a full-time academic appointment commencing July 1, 1981. Duties will include teaching undergraduate courses in Computer Science/Mathematics. A Ph.D. in Computer Science or Mathematics is required. Rank and salary based on qualifications and experience. Applications to: Professor G.W. Pineau, Chairman, Department of Mathematics and Computer Science, University of Prince Edward Island, Charlottetown, Prince Edward Island, Canada, C1A 4P3. Include vitae and arrange for three letters of recommendation to be sent directly from referees.

MC GILL UNIVERSITY. Communications. Assistant Professor, 2-1/2 year non-tenure track visiting appointment. Ph.D. (or equivalent), experience in teaching and evidence of publication. Areas of specialization should include at least two of the following: popular culture and cultural production; history of communications with particular emphasis on European Marxist perspectives (19th and 20th century social theory); familiarity with methodologies of film analysis and some interest in areas of

research connected with the John Grlerson Project; work in the social implications of new technologies. Salary upwards of \$24,100 (1981-82 scale). Applicants, with vitae and names of referees to: The Director, Graduate Program in Communications, McGill University, Macdonald-Harrington Building, 815 Sherbrooke Street West, Montreal, Quebec, H3A 2K6. Appointment to commence September 1, 1981. Closing date for application: February 15, 1981.

MCMASTER UNIVERSITY. Department of Biochemistry. Postdoctoral Fellowship or Research Associateship for 3 years available immediately. Studies on gene expression and morphogenesis of developed animal viruses, vesicular stomatitis, Rous sarcoma and Herpes Simplex; membrane biogenesis and assembly; cloning, nucleic acid and protein sequencing. Salary \$13,100 up according to experience. Ph.D. in biochemistry, molecular biology or microbiology preferred. Send resume and three references to Dr. H.P. Ghosh, Professor, Department of Biochemistry, McMaster University, Hamilton, Ontario, Canada, L8N 3Z5, Canada.

UNIVERSITY OF GUELPH. Department of Consumer Studies. Assistant Professor. Ph.D. degree in the area of clothing or a field related to the teaching and research outlined below. Teach and do research involving apparel, apparel consumption, and retailing within an interdisciplinary studies department of Consumer Studies. Salary negotiable. Applications should be directed to Dr. R.E. Vosburgh, Chairman, Department of Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment effective 81/07/01. Position open until filled and subject to final budgetary approval.

UNIVERSITY OF OTTAWA. Department of English. The University of Ottawa is seeking two replacement professors, for one year, to accommodate an unusual number of absences of people on academic leave. These positions are therefore visiting appointments, not occurring, and open as to salary and rank (depending upon qualifications and experience). Deadline for application: February 1, 1981. Applications should be sent to David L. Jeffrey, Chairman, Department of English, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF LETHBRIDGE. Management Arts. Rank: One or more positions (subject to funding) at the Assistant, Associate or full Professor level. Qualifications: Doctorate or Masters plus advanced study and experience. Duties: Teaching and research in one or more of the following areas: accounting, finance, general management, management science, marketing, organizational theory and behavior, social responsibility. Salary: Salary and rank dependent upon qualifications.

1980-81 schedule minimum — Assistant Professor — \$22,044 — Associate professor — \$28,175 — Professor — \$36,546. Applications: Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: L.G. Hoyer, Acting Chairman, Department of Management Arts, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Effective Date: July 1, 1981. Closing Date: When position filled.

UNIVERSITY OF VICTORIA. Department of Theatre. Faculty position in Theatre. The following position is available subject to funding. Rank: Assistant Professor. Qualifications: Ph.D. preferred. Minimum academic requirement, M.A. or M.F.A., with performance experience. University teaching experience required. Duties: To teach undergraduate and graduate courses in Drama/Theatre-in-Education. Experience in teaching speech communication valuable. Salary: According to experience and the University of Victoria scale. Appointment Date: July 1, 1981. Closing Date: February 1, 1981. Apply to: Chairman, Appointments Committee, Theatre Department, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2.

LAURENTIAN UNIVERSITY. Department of Psychology. The Department is seeking a new faculty member for its undergraduate program (General and Honours B.A.). Suitable candidate may also be involved in an interdisciplinary M.A. in Child Studies program. The initial appointment will be effective July 1, 1981 and is subject to budgetary approval. Qualifications: Ph.D. and teaching and research experience. Specialization in psychopathology. Registered in Ontario or eligible for registration. Experience in clinical training and interest in child psychopathology would be assets. Bilingual preferred. Rank and Salary: Commensurate with qualifications

and experience. Write to: Professor Michael Dewson, Department of Psychology, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF VICTORIA. Faculty of Education. Art Education. Sessional appointment in Art Education. Outstanding teacher with emphasis on elementary art methodology. Teaching basic courses in Art Education and supervision of student teaching. Dependence upon qualifications and experience. Send full curriculum vitae and names of three referees to Dr. F.E. Churchley, Chairman, Department of Art and Music Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing Date: January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Educational Administration. Sessional or visiting appointment in Educational Administration. Doctoral degree in educational administration. Background in administration desirable. To teach courses and develop programs at the undergraduate and graduate levels, counsel and supervise graduate students. Field involvement will be expected. Dependence upon qualifications and experience. Send full curriculum vitae and names of three referees to: Chairman, Department of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing Date: January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Educational Psychology. Sessional appointment in Educational Psychology. Doctoral degree with emphasis in learning and development psychology. To teach courses in child development. Dependence upon qualifications and experience. Send full curriculum vitae and names of three referees to Dr. R.A. Ruth, Chairman, Department of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing date January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Educational Psychology. Visiting Assistant Professor in Educational Psychology. Doctoral degree completed, or nearing completion, and several years successful teaching experience. To teach courses in learning and childhood psychology plus supervision of elementary student teachers or teaching in the area of learning disabilities. Dependence upon qualifications and experience, including fringe benefits and removal expenses. Send full curriculum vitae and names of three referees to Mr. R.R. Monty, Coordinator of Education, David Thompson University Centre, 820 10th Street, Nelson, British Columbia, V1L 3C7. July 1, 1981 — June 30, 1983, with possibility of renewal. Closing date January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Music Education. Sessional appointment in Music Education. Outstanding teacher with emphasis on secondary music methodology (band and choral). To teach basic courses in music education and supervise student teaching. Dependence upon qualifications and experience. Send full curriculum vitae and the names of three referees to Dr. F.E. Churchley, Chairman, Department of Art and Music Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing date January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Physical Education. Two sessional appointments in Physical Education. Master's degree in Physical Education minimum with experience in public school teaching. To teach courses in Physical Education in the following areas: Introduction to Physical Education, Secondary and Elementary Methods; Athletic Injuries; Motor Learning; Supervision of School experiences will be required. Dependence upon qualifications and experience. Send full curriculum vitae and names of three referees to Dr. J.J. Jackson, Director of the School of Physical Education, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing Date: January 15, 1981.

UNIVERSITY OF VICTORIA. Faculty of Education. Secondary English and Reading. Sessional appointment in Secondary English Methods and Secondary Reading. Advanced study in English Methods and Secondary Reading. School experience at the Secondary level. Reading background will be of value but not essential. To teach

courses in English Methods at the undergraduate level. To supervise school experiences. Dependent upon qualifications and experience. Send full curriculum vitae and names of three referees to Chairman, Department of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. To commence September 1, 1981. Closing Date January 15, 1981.

UNIVERSITY OF VICTORIA. Department of Linguistics. The University of Victoria invites applications for a tenure-track faculty appointment effective July 1, 1981, initially at the rank of assistant professor. Only persons holding a Ph.D. in Linguistics, who are strongly committed to research as well as to graduate and undergraduate teaching in applied Linguistics (E.S.L. emphasis) need apply. A thorough knowledge of a second language is required. Address applications with curriculum vitae and names and addresses of three referees to: Chairman, Department of Linguistics, University of Victoria, Victoria, British Columbia, V8W 2Y2, Canada. Deadline for receipt of applications is January 31, 1981.

UNIVERSITY OF VICTORIA. Department of Linguistics. The University of Victoria invites applications for a tenure-track faculty appointment effective July 1, 1981, initially at the rank of assistant professor. Applicants must hold a Ph.D. with specialization in the field of English, modern and historical aspects of English. Preference will be given to applicants who have strong research and teaching interests in English dialectology (including Canadian English) and/or lexicography. Address applications with curriculum vitae and names and addresses of three referees to: Chairman, Department of Linguistics, University of Victoria, Victoria, British Columbia, V8W 2Y2, Canada. Deadline for receipt of applications is January 31, 1981.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Nursing. Applications are invited for teaching positions in undergraduate and graduate programs. Rank: Assistant Professor or Associate Professor. Preference will be given to candidates with teaching experience and clinical specialization. Candidates must be eligible for registration in Ontario. Salary commensurate with preparation and in accordance with the University of Western Ontario policies. Appointments are subject to funding being available. Send complete resume to Doctor Beverlee Cox, Dean, Faculty of Nursing, Health Sciences Centre, University of Western Ontario, London, Ontario, N6A 5C1.

SIMON FRASER UNIVERSITY. Department of Education. Assistant Professor for advanced academic preparation in Art or Art Education. Experience in public schools teaching involving extensive knowledge of current practice. Active interests in curriculum development and research in instruction applied to visual arts. Teaching at graduate and undergraduate levels. Program development, research and publication. Send full curriculum vitae and the names of three referees to Doctor George Ivany, Dean of Education, Simon Fraser University, Burnaby, British Columbia, V5A 1S6. The appointment will begin September 1, 1981. Applications will be accepted to January 31, 1981.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Administration. Openings at the Assistant Professor (\$19,035 - \$28,170) or Associate Professor (\$24,745 - \$37,308) level exist at the Saint John campus of the University of New Brunswick to teach Organizational Behaviour, Management, Marketing, Personnel, and Policy courses. Ph.D. is desirable. Effective July 1, 1981 with possibility of teaching part-time as early as April. Applications must be received prior to January 15, 1981. Send applications to Mr. Gary Davis, Chairman, Division of Administration, University of New Brunswick, Saint John Campus, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5.

UNIVERSITY OF MANITOBA. Department of Animal Science. The department has two faculty positions available: 1. Associate or Assistant Professor in Animal Breeding and Genetics. Minimum qualification is Ph.D. in Animal Breeding or Genetics. Background at the graduate level in quantitative genetics and statistics will be an advantage. 2. Associate or Assistant Professor in Animal Physiology. Minimum qualification is Ph.D. with specialization in some aspect of Domestic Animal Physiology. Training and/or experience in general or reproductive endocrinology will be an advantage. Both positions require the incumbent to have interest and ability to teach at the

undergraduate and graduate levels and to undertake independent research. Familiarity with farm animals is an important qualification to enable interaction with the farming community. One appointment will be a permanent position leading to a tenure position and the other will be a term appointment. Appointments will be made according to the qualifications and experience of the selected candidates. The 1980-81 salary floors are: Assistant Professor, \$20,254; and Associate Professor, \$26,330. Closing date for applications is January 31, 1981, and the normal appointment date is July 1, 1981. However, earlier or later starting dates could be negotiated. Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application are especially encouraged to apply. Letters of application, complete with curriculum vitae and the names and addresses of three referees should be sent to: Dr. G.D. Phillips, Chairman, Selection Committee, Faculty of Animal Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WILFRID LAURIER UNIVERSITY. Business. Applications are invited for teaching positions in the areas of: Accounting, Finance, Introductory Business, Marketing, Organizational Behaviour, and Operations Management for the 1981-82 teaching year. Duties: Include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget approval. Send applications to: Dr. F. F. Cawsey, Ph.D., Associate Professor of Business, Finance, Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5.

UNIVERSITY OF GUELPH. Pathology. Assistant Professor. A veterinarian with Ph.D. qualifications trained in Fish Pathology is required to teach diseases of aquatic species at the undergraduate level and to carry out service and research in this area. Must be capable of diagnostic work with the mammalian and wildlife species. Subject to final budgetary approval. Closing date February 1, 1981. Position date: July 1, 1981. Please reply to Dr. V.E.O. Vail, Professor and Chairman, Department of Pathology, University of Guelph, Guelph, Ontario, N1G 2W1.

YORK UNIVERSITY. Department of Political Science. Position: A four year appointment at the Assistant/Associate level. Qualifications: Ph.D. or equivalent. Preference will be given to candidates with an interest in and knowledge of the economics of defence. Duties: To act as an Associate Director of the York University Research Group in Strategic Studies, to supervise a research programme in defence economics, and to teach strategic studies. Salary dependent on qualifications. Address replies to Professor R.B. Byers, Director, Research Group in Strategic Studies, 040 McLaughlin College, York University, Downsview, Ontario, M3J 1P3. Appointment Date: July 1, 1981.

YORK UNIVERSITY. Department of Economics. Position: A four year appointment at the Assistant/Associate level. Qualifications: Ph.D. or equivalent. Preference will be given to candidates with an interest in and knowledge of the economics of defence. Duties: To act as an Associate Director of the York University Research Group in Strategic Studies, to supervise a research programme in defence economics, and to teach in the department of economics. Salary: According to qualifications. Address replies to Professor R.B. Byers, Director, Research Group in Strategic Studies, 040 McLaughlin College, York University, Downsview, Ontario, M3J 1P3. Appointment date: July 1, 1981.

THE ONTARIO CANCER FOUNDATION. Toronto-Bayview Clinic. Chief Physicist. A Chief Physicist is required for this new cancer centre which is associated with Sunnybrook Medical Centre and the University of Toronto. Construction of the out-patient and radiation treatment facility will be completed in October 1981. Four megavoltage machines, including two 25 MEV linear accelerators, will be installed. The Centre will treat 2500 new patients a year and will have a major research orientation. The initial staff will include six Radiation Oncologists, six Medical Oncologists, and three Physicists. The Chief Physicist will head the Division of Clinical Physics and lead an active research programme. Interested individuals should send a curriculum vitae and the names of three referees to: Dr. R.D.T. Jenkin, Director, The Ontario Cancer Foundation, Toronto-Bayview Clinic, 2075 Bayview Avenue, Toronto, Ontario, M4N 3M1.

CARLETON UNIVERSITY. School of Commerce. Director. Applications and nominations are invited for the position of Director. The School of Commerce at Carleton University has a complement of 17 academic and 4 support staff in accounting and management studies. The School offers a four-year Bachelor of Commerce (Honours). There are about 800 full-time and 50 part-time students. The School has a strong commitment to undergraduate teaching, research and service to the community. The appointment of Director, effective July 1, 1981, is normally for a five-year term, renewable. Send applications with resumes or nominations by January 30, 1981 to: Professor W.L. Weber, Chairman of Search Committee for the Director of the School of Commerce, Room 920, Arts Building, Carleton University, Ottawa, Ontario, K1S 5B6, Canada.

UNIVERSITY OF TORONTO. Department of Spanish and Portuguese. Title of position: Assistant professor of Portuguese for a one-year contract. Qualifications required: Graduate degree with a thesis in modern Brazilian literature. Experience in language and literature teaching and a strong commitment to research essential. Native or near-native fluency preferred. Nature of duties: Undergraduate teaching of language and literature courses. Salary dependent on qualifications and experience. Enquiries should be sent to: Professor K.L. Levy, Department of Spanish and Portuguese, University of Toronto, Toronto, Ontario, M5S 1A1. Effective date of appointment: January 2, 1981. Closing date for applications: January 2, 1981.

MOUNT SAINT VINCENT. Education. The Department invites applications for a position in educational psychology, including theories of learning and educational measurement. Ability to teach special education or curriculum development required. Responsibilities: Review and teach B.Ed., Masters and in-service courses and supervision of student teachers. Qualifications: doctorate and teaching experience preferred. Rank and salary in accordance with qualifications and experience. Position to commence January 1, 1981. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Department of Secretariat Administration. The department invites applications for a position in secretarial and office administration studies. Qualifications: Master's degree in business education with undergraduate studies in Secretarial science. Responsibilities: teaching undergraduate courses in two of the following: secretarial typewriting, communications, data processing and office management. Rank and salary dependent on qualifications and experience. Appointment effective July 1, 1981. Send curriculum vitae and the names of three referees to Dr. G.N. Burrow, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 3J6.

UNIVERSITY OF NEW BRUNSWICK. Division of Vocational Education. Assistant or Associate Professor. Qualifications: Minimum of Masters' degree, Doctorate or near Doctorate preferred; teaching experience in Vocational Education or industrial arts education; capable of teaching industrial arts metals. Candidates with additional competence in electricity and/or drafting will be given preference. Nature of the position: Two year appointment to replace permanent faculty member on temporary leave on foreign assignment. Salary: commensurate with education and experience. Make application including vitae and references to: Chairman, Division of Vocational Education, University of New Brunswick, Bag Service No. 45333, Fredericton, New Brunswick, E3B 6E3. Effective date of appointment: January 1, 1981.

UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited for a number of visiting positions in Anthropology and Sociology for the session 1981-82. Applicants must be able to teach three of the following: Introductory Anthropology, Introductory Sociology, Archaeology (esp. Western North America), marriage and culture, inequalities, peasants and peasant societies, Third World, deviance, mental illness, sociological theory, Industrial society, society of the arts. Applications, with curriculum vitae, covering letter stating interests, and names of referees should be sent to the Head, Department of Anthropology and Sociology, University of British Columbia, 6303 N.W. Marine Drive,

Vancouver, British Columbia, V6T 2B2, Canada.

YORK UNIVERSITY. Department of Languages, Literatures and Linguistics. The Department invites applications for a contractually limited appointment in Hebrew (one or two years). The position entails teaching Modern Hebrew, elementary to advanced levels. Candidates should be familiar with the use of a language laboratory. Expertise in at least one of the following areas is desirable: Modern Hebrew literature, the history and development of the Hebrew language, teacher training. Sessional lecturer or Sessional Assistant Professor; salary according to rank. Ph.D. preferred. Position subject to budget approval. Deadline for applications is February 1, 1981. Applications should be sent to: Wolfgang P. Ahrens, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Forestry. The Department of Forest Resources invites applications for permanent faculty positions from candidates whose interests lie in one or more of the following disciplines: forest ecology, forest economics, quantitative decision making, entomology, pathology, fire science, forest growth and yield. Candidates should hold a Ph.D. degree or equivalent qualifications, and are expected to teach undergraduate courses and participate in the Graduate Research Program. Appointments may be made immediately. Enquiries should be addressed to: Chairman, Department of Forest Resources, University of New Brunswick, Bag Number 4459, Fredericton, New Brunswick, E3B 6C2, Canada.

UNIVERSITY OF TORONTO. Department of Medicine. University Title: Assistant Professor. Hospital title: Staff Physician. Qualifications required: Ph.D. with experience to run immunoassay lab with opportunity for independent research. Duties: Supervision of Protein Hormone Laboratory, plus some research in Neuroendocrinology. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. G.N. Burrow, MD, Toronto General Hospital, 101 College Street, Toronto, Ontario. Effective Date of Appointment: July 1, 1981. Closing Date for receipt of Applications: January 31, 1981.

UNIVERSITY OF TORONTO. Department of Medicine. University Title: Associate Professor. Hospital Title: Staff Physician. Qualifications required: M.D. Neuroendocrinologist with interest in research, teaching and clinical care. Nature of Duties: Research in Neuroendocrinology, plus teaching Neuroendocrinology to undergraduate and Postgraduate students. Some patient care. Salary: Commensurate with experience. Person to whom enquiries should be sent: Dr. G.N. Burrow, MD, Toronto General Hospital, 101 College Street, Toronto, Ontario. Effective date of appointment: July 1, 1981. Closing date for receipt of applications: January 31, 1981.

BRANDON UNIVERSITY. School of Music. New position in Music Education: Primary responsibilities in the new Master of Music program (Major in Music Education) teaching advanced instrumental methods and techniques, and acting as thesis adviser. Secondary responsibilities in the area of psychology and philosophy of Music Education, or in lower brass, according to qualifications of the applicant. Qualifications: Doctorate preferred, with teaching experience at the Graduate level. Salary & rank: Commensurate with qualifications and experience. Effective Date: September 1, 1981. Application: Send curriculum vitae, recent tape, program and three recent letters of recommendation to Dr. Lorne Watson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. Closing Date: When position filled.

UNIVERSITY OF VICTORIA. Faculty of Education. Language Arts. Visiting Assistant Professor in the area of Elementary Language Arts. Doctoral degree in education or nearing completion, and several years successful teaching experience. To teach elementary language arts to both pre-professional and professional year education students in a limited elementary education program which emphasizes teaching in rural and non-rural communities. Dependent upon qualifications and experience. Send full curriculum vitae and names of three referees to Mr. R.R. Monty, Coordinator of Education, David Thompson University Centre, 1020 10th Street, Nelson, British Columbia, V1L 3C7, July 1, 1981. June 30, 1983 with possibility of renewal. Closing date February 15, 1981.

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

A Pension Bibliography

During the past two years, the situation of our pension system has been studied extensively in Canada, and a number of major reports have been prepared and published. The only major report on the issue still to be published is that of the Ontario Royal Commission on Pensions.

Next spring a National Pension Conference will be held which will bring together representatives from the federal and provincial governments, the private pension industry, employers and employees, pensioners and other interested parties from across Canada. It is fair to say that changes in our overall pension system can be expected.

As a result of the growing interest in pensions, the Economic Benefits Committee, asked Professor Edward Maher (Faculty of Administration, U.N.B.) to compile a pension bibliography which was published in the CAUT Facts and Figures, Vol. II, no. 16.

A copy of this special issue of Facts and Figures (10 pages) can be obtained by writing to: CAUT, Economic Benefits Section, 1001-75 Albert Street, Ottawa, Ontario, K1P 5E7.

CAUT Economic Benefits Surveys for 1980 Published

The "Employee Benefits Survey for Faculty in the Atlantic Provinces and the Province of Quebec" plus a similar document "For Faculty in the Western Provinces" have been published in October 1980. The first document has been produced in cooperation with FAPUQ and the second one in cooperation with the Council of Western Canadian University Presidents (COWCUP).

These surveys which have been published for the last few years, deal with Health Benefits, Group Life Insurance, Leave Policies, Pension Plans and other benefits. They also study the age profile changes over the years at certain universities. These two documents are distributed to faculty associations across the country.

A somewhat similar survey was prepared for Ontario universities (Dec. 1979) by the University of Western Ontario on behalf of the Ontario Association of University Personnel Administrators, Ontario Confederation of University Faculty Associations (OCUFA), Council of Ontario Universities.

National Workshop on Economic Benefits

A National Workshop on Economic Benefits was held at Humber College in Toronto from September 2nd to September 4th, 1980. The issues discussed at the workshop were chosen by the CAUT while the speakers were recommended by the Research and Programs Section of the Centre for Continuing Studies in Employee Benefits of Humber College.

Tom Pitts of Tillinghast, Nelson and Warren Inc., discussed Health Benefits including extended health care, dental plans, and short and long term disability plans.

William Allison of the Confederation Life Insurance Company spoke about the pension portability system developed by the Canadian Life Insurance Association and

designed to encourage pension portability in private plans. More information on the system is available from CAUT. Group Registered Retirement Savings Plan (RRSP's) were discussed briefly by H.L. Maier of the Royal Trust Corporation.

Angus Taylor of Actuate Financial Consultants Ltd., spoke about Retirement and Pensions. He elaborated in particular on the rate of return of a pension plan, vesting, portability, indexing and discrimination (by age and sex). Finally, he advised the participants on how to choose a consultant in benefits.

Mr. Taylor was followed by John Davis of Davis Communication Consulting Ltd., who showed the participants how he communicates Benefits Plans to employees.

The workshop terminated with George Dogterom of BSI (Ontario) Inc., who gave advice on Benefits and Taxes and on the future of benefits.

FAPUQ: Comprehensive Study of Pension Plans¹

Last spring the Congress of FAPUQ adopted a resolution to undertake a comprehensive study on pension plans in Quebec universities. Gaëtan Lévesque, economist at FAPUQ, agreed to initiate the study, the final report of which will be presented in March 1981.

According to the resolution of Coogress, the study will address the following points: a comparison of plans at different institutions, the importance of a unique and special plan for university teachers, flexibility in age of retirement, indexation of pensions, methods of financing and management of funds, survivor benefits, options, transferability of pensions, employer contributions, harmonization with other group insurance plans, and the advisability of investing in real goods.

This study will be conducted in seven stages, some of which will be undertaken by consultants.

A committee will be formed at the end of 1980 to study the work done and to write the final report.

¹FAPUQ "Nouvelles Universitaires" Vol. 2, no. 1, p. 4. For the complete french text, contact CAUT, Economic Benefits Section or FAPUQ, 2715 Chemin de la Côte Ste-Catherine, Montréal.

Seminar on Pension Studies

A seminar on pension studies organized by the Alberta Regional Council of the Canadian Pension Conference (CPC) was held in Banff, Alberta on October 23 to 25, 1980. A complete report will appear in the February issue of the CAUT Bulletin. Nevertheless, some interesting comments were made by R.W. James, Research Consultant for the Special Senate Committee on Retirement Policies (chaired by Senator Croll).

While reporting on the Senate Committee Report "Retirement Without Tears", Mr. James implied that section 15(1) of the proposed resolution asking the British Parliament to patriate the Canadian Constitution might have far reaching effects on the Canadian system. Section 15(1) reads as follows:

"Everyone has the right to equality before the law and to the equal protection of the law without discrimination because of race, national or ethnic origin, color, religion, age or sex."

Since this law would supersede all other laws in Canada, the part dealing with discrimination because of age could cause problems in legislations on pension, especially on the question of mandatory retirement. The results of this may be many

court challenges of provincial provisions. Another implication might be that many collective agreement clauses related to retirement might be declared invalid by such a law.

Remedy for Statistically Identified Salary Discrimination

In 1977, the American Association of University Professors (AAUP) published the "Higher Education Salary Evaluation Kit" by Elisabeth L. Scott which recommended a method for "flagging" women and minority persons for whom there is apparent salary inequity. The basic technique is to use a regression analysis of the salaries of white male faculty to predict what the salaries of women and minority faculty would be were their characteristics evaluated in the same way as those of their white male colleagues.

If we suppose that this method has been properly used and that every party in the university agrees that the results show some indication of salary discrimination against women, (or minorities) the question arises of what should be done to adjust the salaries of the women (or of the minorities) to provide for equity. The general practice has been to decide that all those women whose salaries lie below the regression line should be "flagged" for further study to determine whether an equity adjustment should be made. The result is that only part of the minority group (women) has its salary adjusted.

In an article published in "Academe" May, 1980, Mary W. Gray and Elisabeth L. Scott argue rather convincingly that this is the wrong way of approaching the problem. They feel that the appropriate remedy for statistically revealed discrimination is a statistical one; the regression line for women needs to be brought up to that for men. This means raising the salary of all women whether their salary is below or above the regression line for men's salaries. Their arguments can be summarized as follows:

- (1) Raising the salaries of only those women "flagged" by the general practice (those below the regression line) amounts to creating a new injustice due to the sex of the teachers. In fact, men who are below the regression line now make less salaries than all the women teachers. It must be noted that raising the salaries of all women in the new procedure does not remove all injustices (to men or women), but only those related to the sex of the teacher.
- (2) What regression does, is to identify a class discrimination. Thus the remedy should be class one. The methodology of the remedy is then in accord with the methodology of the study.
- (3) Some "unworthy" women may be rewarded by an across-the-board increase. The authors argue that in justice "unworthy" women should be paid the same as "unworthy" men.
- (4) In the previous procedure, there was a need to assess whether "flagged" women should have their salary increased or not. If the class procedure is used, there is no need for this kind of inquiry.
- (5) This method is less demanding in terms of faculty and administrative time.

Footnote:

1. A few copies are available from the CAUT office, Economic Benefits section.

SCHOOL OF ENGINEERING

Mechanical Engineering: expertise in one of vibrations, mechanics of machines, solid mechanics, machine design, production systems.

Electrical Engineering: expertise in communications engineering

Candidates should have Ph.D. industrial experience and research activity are desired. Duties include teaching undergraduate courses and research. Salaries, which are competitive, and rank will be determined by qualifications and experience.

Please submit resumes, with names and addresses of three referees to:

Mr. D.E. Ayre
Secretary of the University
Lakehead University
THUNDER BAY, Ontario
P7B 5E1

Lakehead University